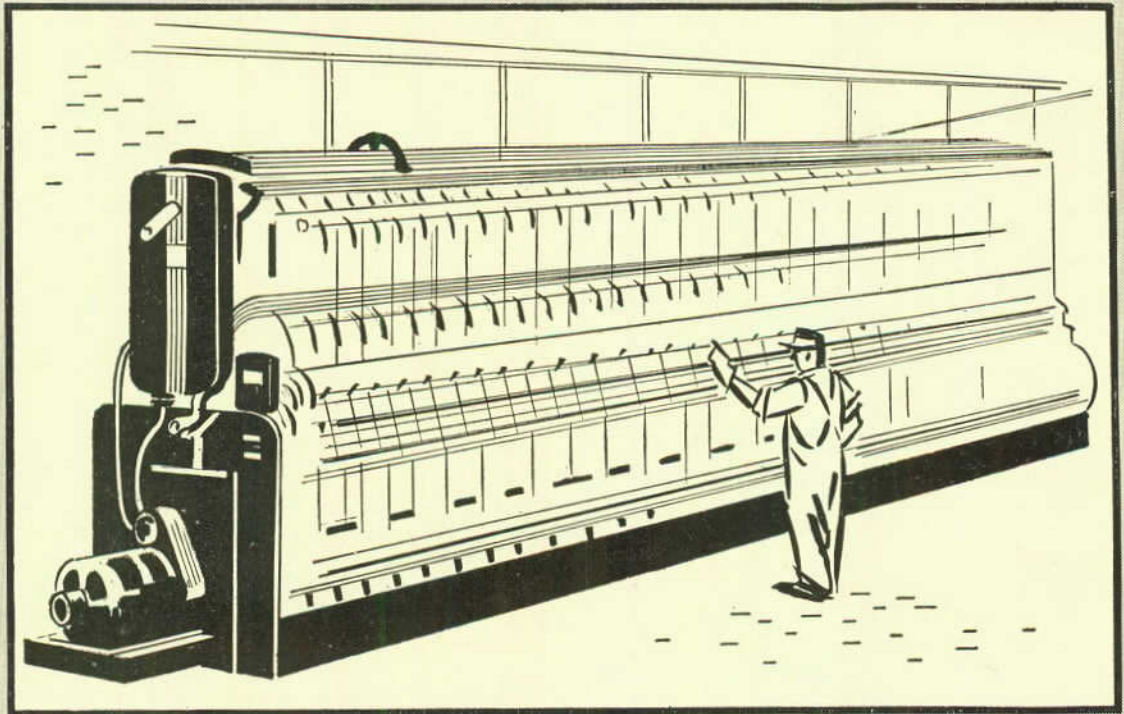


# THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS



## *War Mechanization*

VOL. XLIII

WASHINGTON, D. C.

DECEMBER, 1944

NO. 12

RECORDING • THE • ELECTRICAL • ERA



# Official Organ of the **INTERNATIONAL ELECTRICAL WORKERS and OPERATORS**

PUBLISHED MONTHLY

G. M. Bugniazet, Editor 1200 Fifteenth St., N. W., Washington 5, D. C.

## Contents

	Page
Frontispiece - - - - -	426
Swift Adaptation to Machines Unmeasured - - - - -	427
I. B. E. W. Names National Advisory Code Committee - - - - -	429
Course in Electronics Is Eminently Practical - - - - -	430
I. B. E. W. Electronics School Gets Under Way - - - - -	431
Members Write Key Articles for Journal - - - - -	432
Notable Report on Conservation of Health - - - - -	433
Apprenticeship Standards Meet Expanding Industry - - - - -	434
New Mark in Field of Utility Relations - - - - -	436
Let Tools Be Worthy of Good Mechanics - - - - -	437
Increase Benefits Under Local Insurance Plan - - - - -	437
Editorials - - - - -	438
Woman's Work - - - - -	440
Correspondence - - - - -	441
Can You Do It? - - - - -	443
Official Receipts - - - - -	453

• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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165 James St., Labor Temple,  
Winnipeg, Man., Canada

## Magazine Chat

Brother Heven Bailey, member of a signal-training regiment, writes a fan letter to the JOURNAL. He describes himself as just another soldier in the United States Army and a member of the International Brotherhood of Electrical Workers. He has been doing line work in installation and repair in telephone and telegraph for the Signal Corps. His parent local union is 654, Chester. Bailey is one of the 30,000 members in the armed services who find that ties bind him to the union stronger than ever.

Henry J. Taklo, Local Union 1172, has membership in the New York Chapter of the North Sea Mine Force Association. The membership in this honored group is limited to U. S. Navy men who saw service ashore or afloat in connection with mining and sweeping operations in the North Sea in the First World War.

In this December number the enforced curtailment of JOURNAL pages to 32, ends for 1944. We wish to thank all our many readers for their patience in this exigency. It has not been pleasant for the editorial staff of the International Office. We have felt extreme pressure upon our columns and much good stuff had to be omitted. Our correspondents have been especially cooperative in face of the fact that we had to alternate "In Memoriams" with "Correspondence" from month to month. We are going to 40 pages in January and we have made reapplication to the powers-that-be for more paper to take care of our ever-increasing membership.



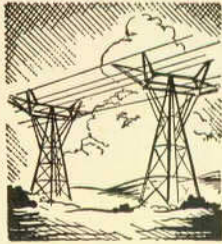
Representatives of Allis-Chalmers, General Electric and Westinghouse leaving Engineering College, Marquette University, following conference with I. B. E. W. and Marquette University teachers, on I. B. E. W. Electronics Course.

First row—

William B. Frackelton, General Electric, Chicago  
 H. W. Maher, I. B. E. W. educational consultant  
 Louis Peine, General Electric, Chicago  
 Edward W. Kane, Assistant professor,  
 electrical engineering, Marquette  
 A. M. Fisher, Westinghouse, Milwaukee

Second row—

Tracy E. Juhniz, General Electric, Chicago  
 Victor E. Johnson, Westinghouse, Milwaukee  
 Ralph R. Johnson, General Electric, Milwaukee  
 Edwin L. Cordes, Assistant professor,  
 electrical engineering, Marquette  
 Herman C. Dustman, Allis-Chalmers, Milwaukee



# THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

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VOL. XLIII

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NO. 12

## Swift Adaptation to MACHINES *Unmeasured*

**W**HEN whistles blow, when bells ring on armistice day (new style), an estimated five million men will be changing jobs. Whether these men will successfully find an acceptable new job in a comparatively short time depends upon many factors, including ability to plan the amount of capital ready for investment, the amount of cooperation between management, labor and government, and finally the amount of mechanization that has taken place in American industry.

It is apparent even to the untrained observer that a great deal of mechanization has gone forward during this great period of wartime production. Concrete evidence is at hand, but as to the degree to which over-all mechanization and as to the amount of elimination of manpower that has taken place, even the best statisticians are nonplussed.

### DISPLACEMENT

The enormous labor displacement due to mechanization of technological programs during the war period can be guessed by looking at the record. First, about one-half of the national product has been used for war purposes without lowering the real level of civilian consumption. In other words, the national output has been doubled over peacetime output. Second, the number of civilian workers, including those producing war goods, has increased numerically about 25 per cent, that is, from 40 to 50 million. It is true that the average hours of work per worker per week have increased. On the other hand the quality, skill and strength for the average worker have declined by reason of the withdrawal of the most able-bodied and skilled into military activities, and then replacement by women, youngsters and oldsters.

This trend indicates that the output has risen 200 per cent while employment has risen to about 125 per cent. Moreover, it is deduced that for the same output as before the war, employment has really fallen about 62½ per cent. Thus there has been a 37½ per cent wartime labor displacement. Thus machines have taken the place of men under the stimulus of war to the amount of about 37½ per cent of the peacetime jobs.

Wartime mechanization, believed great, illudes statisticians. Has bearing on postwar employment

### THE EVIDENCE

If one merely takes the simple estimate of the growth of the electronics industry, for example, he will have more statistical evidence of labor displacement. The electronics industry has grown from \$1 billion to \$4 billion output during the war. Electronics machines are labor-eliminating machines.

A recent article in the *Monthly Labor Review* entitled "Increasing Productivity and Technological Improvements in Defense Industries" seeks to analyze this technological trend. This article points out there has been increased use of assembly-line technique, due mostly to large scale production of identical parts. This means also an increase in the standardization of design, of job breakdown and job simplification, adaptation of the powered conveyor belt, and use of the powered assembly line. In addition, there has been a marked specialization of tools. This has meant the creation of many special-purpose machine tools, resulting in a shift from hand-milling to automotive machinery processes. This article sums up by maintaining that the technological changes present stern challenge to the postwar period. The only way to avoid widespread unemployment is to achieve and maintain higher production levels.

### SOME INNOVATIONS

From time to time the ELECTRICAL WORKERS JOURNAL has reported on individual innovations of machines in industry. These continue to make their appearance. In the field of agriculture they include the mechanical cotton stripper, which now does the work of seven to 12 field hands; the beet thinner device; the broad-base plow for sweet potato harvesting; the three-in-one corn and peanut planter.

In the field of machine tools these include a pilot finger attachment for lathes. This device permits the tool to reproduce exactly any model that is set before

it. A device consisting of a radially drilled wheel, permitting multiple burring of screwheads; a new automatic grinding machine; a new automatic sorter.

In the steel industry a photo-electric cell, amplifier and recording meter now permit an inexperienced operator to control the heat of a Bessemer converter. A new revolutionary process for chromium plating has been announced.

In the field of communication, radio telephone communication with trains in motion has been widely adopted. The Bell Telephone and Western Electric have developed a system whereby as many as three telephone and four telegraph messages can be transmitted simultaneously over a single set of conductors.

The productivity studies of the Bureau of Labor Statistics, U. S. Department of Labor, record changes in the direction of increased production. For example in the field of electrical generation, all Class A and B plants produced 13.1 per cent more output per man-hour in 1942 than in 1939. Agriculture showed a remarkable change of 15 per cent increase in 1942 over 1939, while employment fell off 3.2 per cent.

The boot and shoe industry has a similar record in 11.5 per cent increase. The ice cream industry has undergone radical changes, showing an increase of 43 per cent in production in 1942 over 1939. Rayon shows a similar increase.

### HERE IS THE PICTURE

This, then, is the picture that begins to emerge in faint outline from these turbulent war years. All trends of machine production have been accentuated by our sweeping war effort. The good side of the picture is entailed in the fact that our miracle of production was made possible by a skilled work force, a highly integrated and skillful management force, and habits of machine production. But the picture can be called a pleasant one only if we understand that the way to obviate the competition of machinery with manpower is to get full employment. Machines are not a menace to men if all men are put to work. Then the machines become assets and not enemies.

The Electronic Corporation of America, a new business with a modern vision, has just issued "A Plan for America at Peace" which is notable.

"It would be presumptuous for ECA to discuss a proposal for postwar America if it had not first succeeded in shaping its own organization. With the test of war, electronics, like all industry, was challenged beyond anything it had ever faced before. Only a plan carefully

drawn, decisively followed through and based on the needs of the war, could meet such a test. Having pledged ourselves—every man and woman, tool and machine—to a total victory, we discovered that only through a smooth-functioning labor-management committee could these pledges be kept. On the ECA front we carried forward the principles of the Allies on the global front: cohesion, teamwork, unity of purpose. We discovered a new concept of industrial relationships, a new companionship of ideals and energies between executive and worker. . . .

### THE LONG-RANGE VIEW

"Any constructive plan to maintain our stupendous wartime national income after the war must be geared to a long-range view. But the immediate period following the collapse of Germany, for at least two and a half to three years, will be the transitional period when the nation will be readjusting itself. It is this immediate transitional period—or the short-haul plan—which must take first place in our national thinking. . . .

"There are at present about 62 million people employed in America, which includes the 11 million men in the armed forces. This labor force comprises every type of worker, including agricultural labor and an estimated one million temporarily unemployed. It represents the highest total of employed the nation has ever had.

"According to Army demobilization estimates as given by Dr. Harold G. Moulton, president of the Brookings Institute, at the Senate postwar planning and economic policy hearings in Washington last May, the return to civilian life will be gradual and extend approximately over a 2½-year period. This process will begin with the end of the European phase of the war and will continue until we reach the limits of the final peacetime armed force, which Mr. Moulton estimates will be about 1½ to 2 million.

"The ultimate manpower exodus from the Army into civilian life will be from 9 to 9½ million. The demobilization phase of the armed forces will be accompanied by a corresponding displacement in war industries. . . .

### NATIONAL OUTPUT

"If, in 1940, 46 million workers produced a national output in goods and services of 97 billion dollars, then in terms of 1940 prices, the 55 million postwar manpower army *should* yield a gross national product of 116 billion dollars. But increased labor productivity and new technological advances should make it possible to expand the national product to a still greater volume provided we can maintain full employment and full industrial activity. Actually, economists estimate as a practical possibility a postwar national product totaling at least 140 billion dollars at 1940 prices, or 168 billion dollars at current prices.

"However, there are shoals ahead for the nation if this postwar national income is to be achieved on the 1940 wage and price structure. . . .

"Reconversion is a human problem

that goes beyond machines and tools and unemployment grants.

"All America must enjoy the fruits of victory. We must extend—and consider it as part of the reconversion responsibilities of government—our social security system. Old age and sickness benefits, maternity and death benefits, a national medical and hospitalization fund—these are irreducible factors in adjusting our economy to the long road ahead. Such a comprehensive social security system providing for shock absorbers that will cushion the rough road from a war to a peace economy, will cost us money and lots of it. But if there are any economy-minded men in public life who would wreck a legislative program for the reconversion and postwar periods because it will cost too much, it would be well to recall to them the hard facts of the great depression: a loss of 70 billion dollars in investments and 145 billion dollars in consumer purchasing power! . . .

### INFLUENCE FOR GOOD

"Labor with its more than 13 million trade unionists can become one of the most influential factors for good after the war. The great majority of unionists and their leaders know that. They have given ample evidence of their patriotism and their courage.

"Labor has provided example after example to underline its own oft-expressed slogan that it has no interests other than that of the people and progressive government. There is no reason to doubt that. With the exception of such unrepresentative elements as John L. Lewis, labor leaders have been up to the hilt for victory, impressive demonstrators for a peacetime program of abundance and full employment.

"Their obligation to the nation is to continue that policy. The postwar period, one of great struggle in transition, can be tipped into chaos by irresponsible and vengeful labor leaders. It is to be hoped and anticipated that labor will not swerve from its patriotic course.

"In cooperation with industry and government, labor has dug deep roots for postwar harmony. We are confident that the roots will nourish our economy, will help our nation flourish. We are confident that labor will play its great role."

### THE COST?

Economists are beginning to ask a simple question—how much will it cost to put a working force of 58 to 60 million men to work and keep them at work? The figure that is now accepted is about 170 billion dollars a year. In view of the fact that during the war period we have achieved an economy that produced 150 billion dollars a year of national income, a 170-billion-dollar economy is not an impossible figure.

The National Planning Association Washington, D. C., has made studies over a period of a year seeking to break down into items the 170 billion dollars which, in turn, is to produce full employment. A paper was just published bearing the authorship of Hans Christian Sonne, chairman of the executive committee of the National Planning Association. Mr. Sonne said:

"How is this national product of 170.1 billion dollars worth of goods and services being used and distributed?"

"Bear in mind that this produce must either be purchased by somebody or retained by the producers and distributors for their own account as inventories or as additions to capital. We must emphasize that *for everything which is produced there is always a taker; otherwise it simply would not have been produced.*

"Let us imagine an allocation and inventory sheet of the 61.5 million people who constitute the nation's working force. Each of these breadwinners is

- "1. A consumer,
- "2. A producer,
- "3. A resident of a state or district, and
- "4. A taxpayer of the Federal Government.

"Let us for simplicity's sake divide this sheet into these four categories, namely:

- "1. Individuals, representing the ultimate consumer's function.
- "2. Business, representing the private investment function.
- "3. State and local government; and
- "4. Federal Government.

"Let us estimate the expenditure of each of the four categories, bearing in mind that the total expenditure of the four must equal the estimated gross national product of 170.1 billion. It would be well to set up the expenditures and the sources of income that meet these expenditures of each of the four groups.

"The individuals have their income from the gross national product minus business taxes, reserves (including amortization) and undistributed profits. From this again will have to be deducted the personal taxes and non-tax payments to produce what we call the *disposable income*. It is this amount less the current savings which constitutes income used, and which the first group, the individual consumer, actually uses for expenditures.

"The second group, business, in its capacity as user of private capital, will have as expenditures for its own capital account only the amounts that it retains for its own use. That is producers' plant and equipment, net increase or decrease in inventories, net exports and in addition residential housing, because in our set-up the entire operation of housing, whether occupied by owners or not, is classified as business. Business will meet these expenditures by withholding a part of its value produced in the form of undivided profits, various reserve accounts and by obtaining new capital from some other source, often from the capital market, unless it uses accumulations from previous years. Everything else that business takes in or pays out will appear in one of the other categories—taxes, for instance, under local and Federal governments. Wages, dividends and interest paid by business to individuals appear as part of individuals' income.

"Groups 3 and 4, local and Federal Government, are comparatively simple. These are the expenditures of the governments to be met by taxes and other income.



WILLIAM J. CANADA

Consulting engineer to the National Advisory Code Committee.

**A** LONG step in advancing toward permitting 365,000 Electrical Workers to help make electrical standards of installation was taken this month by the International Brotherhood of Electrical Workers. A National Advisory Code Committee composed of five I. A. E. I. inspectors was named by President Brown. The committee is as follows:

Eastern Section, I. A. E. I.—Charles Ward, Paterson, New Jersey.

Southern Section, I. A. E. I.—Dewey Johnson, Atlanta.

Western Section, I. A. E. I.—David Talbot, Chicago.

Northwestern Section, I. A. E. I.—Harry Hilpert, Seattle.

Southwestern Section, I. A. E. I.—Nicholas Siggins, San Francisco.

Mr. Talbot will act as chairman. The first meeting of the committee is scheduled for December 18 in Chicago. All of these inspectors are working inspectors. Mr. Ward is chief inspector of Paterson; Mr. Johnson is superintendent of electrical affairs in Atlanta; Mr. Talbot is chief electrical inspector of the city of Chicago; Mr. Hilpert is state electrical inspector of the state of Washington, and president of Northwest section, and Mr. Siggins is electrical inspector for the city and county of San Francisco. Mr. Ward is also at present, president of the Eastern Section. Mr. Johnson is past president of the Southern Section. Mr. Talbot is past president of the Western Section. These men are experienced, distinguished workers in their field.

#### CONSULTING ENGINEER

The National Advisory Code Committee will employ W. J. Canada as consulting engineer for the group. Mr. Canada is one of the founders of the Municipal Electricians' Association and a life member. He was formerly an employee of the Bureau of Standards, Washington, and he has had wide experience in the

## I. B. E. W. Names National Advisory CODE Committee

Inspectors, with distinguished records, agree to serve. Consulting engineer engaged

industrial field. He has been in code work for 30 years.

The International Brotherhood of Electrical Workers achieved representation on the Electrical Committee four years ago. This committee makes the standards for the electrical industry. It numbers about 65 members, drawn from every section of the electrical industry. Representation on the committee, however, is not determined on a pro rata basis. For 365,000 members, the International Brotherhood of Electrical Workers has one representative. The manufacturing section has seven representatives. The Conference of Mayors has five representatives.

The next meeting of the Electrical Committee for the revision of the so-called 1940 National Electrical Code will be in May, 1945. The meeting will be held in Chicago.

A summary of the code situation in the United States as revealed by the five sectional meetings of the International Association of Electrical Inspectors indicates that there is a good deal of division on basic philosophy and procedures. There is division indicated over the point whether the code should be operated in the public interest or for commercial purposes. There is division indicated between those who believe that cheap standards should prevail and those who believe adequate and more costly standards should prevail.

#### OPINION

The meetings November 13 in New York are a long series of article committee meetings to discuss moot points on standards prior to their issuance by the Electrical Committee and a preprint suggesting changes in the 1940 Code. The preprint will probably be published in February. The International Brotherhood of Electrical Workers believes that its widespread status in the industry should warrant an independent position for the union on code matters. It will attempt to express an opinion on all moot points on the highest ground, that is, entirely in the public interest, believing as the Brotherhood does, that public interest and labor's interest coincide. Groups represented now on the Electrical Committee are:

American Institute of Architects  
American Institute of Electrical Engineers  
Association of American Railroads  
Associated Factory Mutual Fire Insurance Companies

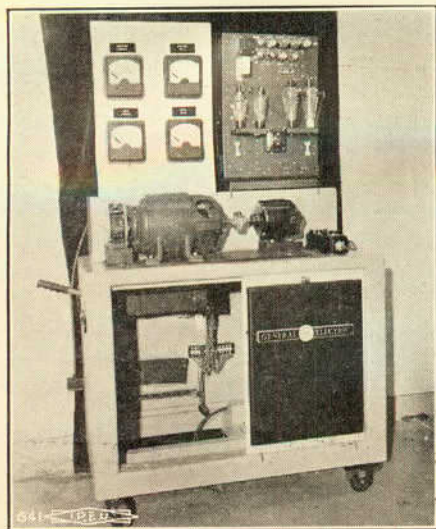
Association of Mill and Elevator Mutual Insurance Companies  
National Bureau of Standards  
Electric Light and Power Group  
International Association of Governmental Labor Officials  
International Association of Industrial Accident Boards and Commissions  
International Association of Electrical Inspectors  
National Board of Fire Underwriters  
National Electrical Contractors Association  
National Electrical Manufacturers Association  
Stock Fire Insurance Inspection Bureaus  
Telephone Group  
Underwriters' Laboratories, Inc.  
American Waterworks Association  
Electric Overhead Crane Institute  
National Elevator Manufacturers Industry  
Association of Fire Alarm Industry  
Telegraph Group  
Federal Communications Commission  
Institute of Radio Engineers  
Radio Manufacturers Association  
United States Conference of Mayors.

#### Bare Neutral

Bare neutral sometimes wears false whiskers, but it remains bare neutral, whether it is disguised or not. Bare neutral, which has become the symbol in the electrical industry for cheap wiring, remains bare neutral no less, even though it is disguised under one trade name or another, or wrapped with thin braid to keep the bare wire from showing.

Bare neutral has never been wholeheartedly received by the electrical committee of the National Board of Fire Underwriters. In March, 1935, the committee was shaken by a heated discussion on the entire subject of bare neutral. The committee refused to accept bare neutral in principle or to make a general acceptance of this bad standard. However, friends of bare neutral had enough strength within the committee to get approved a new ruling permitting its use for range circuits in the form of bare grounded conductor types of service entrance cable provided with an over-all braid covering. This fibrous covering was supposed to prevent direct contact of the bare wire with metal work in the building or with water and plumbing pipes. Since March, 1935, friends of bare neutral have tried repeatedly to create public opinion within the electrical industry for this spurious type of wiring. The story of the section meetings of the International Association of Electrical Inspectors, and now the state meetings is just one chapter after another of renewed

(Continued on page 452)



GE "Thy-Mo-trol" drive for demonstration purposes, consisting of CR7507-G146A8 reversing armature-and-field control. Type B-204, 0.5-HP motor, prony brake, and instruments. Both meter and tube panel shown above cabinet.

**N**OVEMBER of this year marks the opening of the I. B. E. W. industrial electronic course at Marquette University.

Here is the set-up: The time is November 13. The course runs six days a week for six weeks. The place is the School of Engineering, Marquette University, 1515 W. Wisconsin Avenue, Milwaukee, Wisconsin. Teaching staff consists of professors of engineering at Marquette University and prominent industrial electronic engineers representing Allis-Chalmers, General Electric and Westinghouse Electric and Manufacturing Company. The laboratory equipment consists of approximately 30 thousand dollars worth of modern industrial electronic equipment in use in the industrial plants of America today.

The course is an intensive streamlined training program, prepared specifically for members of the I. B. E. W. It is based on time-tested methods of training, which provide knowledge and skill in the quick, practical fashion. The course concentrates on the phases of the industrial electronic industry which are useful to our men. 1. Installation instructions; 2. Trouble shooting; 3. Maintenance; 4. Operation.

The course starts from scratch. It refreshes the men on the fundamentals of electricity and mathematics, which are basic for a good foundation in industrial electronics. The men are to be well grounded in electron tube theory, and the theory and use of electronic test equipment.

#### ELECTRONIC EQUIPMENT

Each type of industrial electronic equipment is explained and demonstrated separately. In the case of photoelectric equipment sound movies are shown on the modern applications. There are lectures and chalk talks on circuits and theory of operation. In the laboratory each man is assigned the problem of wiring, operating, trouble shooting and testing of photo-

# Course in **ELECTRONICS** *Is Eminently Practical*

By H. W. MAHER, Educational Consultant

## Carefully fitted into day-by-day needs of electrical men on the job

electric equipment. He is obliged to keep a complete record on all laboratory tests.

Prominent industrial electronic field engineers coming from different sections of America, work with our fellows in the lecture rooms and laboratories, giving them the knowledge and experience engineers have gained by years of close association with the developments in the industrial electronic field.

Each member is to receive a copy of all lectures. Technical bulletins will be furnished containing a complete description of the installation, maintenance and operation of the equipment.

An educational tour of one of the large industrial plants in the vicinity of Milwaukee is to enable the men to see photoelectric equipment in actual operation under production conditions.

#### EACH MAN A TEACHER

When the men have completed the course at Marquette University they will return to their locals equipped with the necessary information and material to enable them to conduct or direct an industrial electronic course for members of their local. The I. B. E. W. will assist them in making their local course as interesting and instructive as possible.

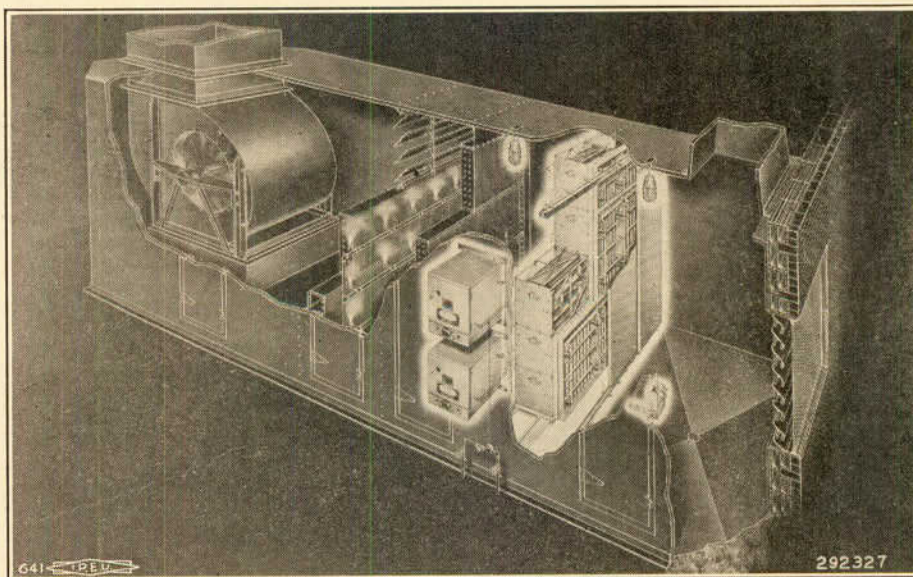
The officers of the I. B. E. W. realize that the training of our men in the modern developments within our industry is of paramount importance. They are most anxious to have the educational and economic advantages of this method of practical training extended into every local of our Brotherhood.

The oldtimers who built this organization of ours did not have the advantages of university laboratories, college professors and skilled electronic engineers to help them with their educational problems. They taught each other on and off the job—they did it the hard way, yet they established an excellent reputation for skill and good workmanship. Theirs is a tradition that has been handed down to those of us who follow after them.

Our men from New Mexico to Canada, and from California to New York have traveled to Marquette University determined to perpetuate that invaluable reputation for skill and good workmanship, which has always been characteristic of our Brotherhood.

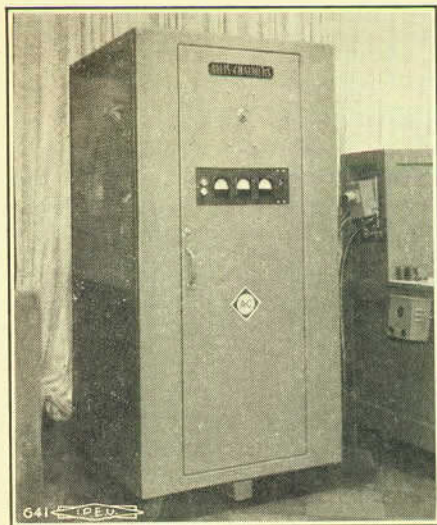
Education is the leading human souls to what is best, and making what is best out of them; and these two objects are always attainable together, and by the same means; the training which makes men happiest in themselves, also makes them most serviceable to others.

—John Ruskin.



THE WESTINGHOUSE PRECIPITRON ELECTRIC AIR CLEANER

How Precipitron Clears the Air: A very fine tungsten wire and a grounded rod at either side of the cell create a strong electrostatic field from wire to rod when a potential of 12,000 volts d-c is applied to the wire. As each particle of dirt, regardless of size, passes through this field it receives an electrostatic charge. As this air-borne dirt reaches the collector chamber, it is drawn to and deposited on the collector plates which are charged with 5,000 volts d-c, alternately positive and negative.



A 20 KW electronic generator by the Allis-Chalmers Manufacturing Company. Output Rating—1,070 BTU or approximately 20 KW at a frequency of 400,000 cycles.

**A** LANDMARK in labor and educational history is being erected this month in midwest America. To the I. B. E. W. Electronics School, Marquette University, Milwaukee, turned the hopeful eyes of 365,000 electrical mechanics in Canada and the United States and territories and thousands of other members of the great electrical industry. The I. B. E. W. Electronics School is now a fact. It is under way. It functions.

After careful planning of months, after the holding of hundreds of conferences, and the cooperation and coordination of every force in the electrical industry, the new project, designed to stimulate and modernize the International Brotherhood of Electrical Workers to meet the new industries in the electrical field, goes forward.

A full quota of 80 members from 80 local unions from every section of the continent are engaged six days a week in classes, laboratory work and visitation of modern industrial plants. The men are housed in three hotels: the LaSalle, the Abbot Crest and the Tower, near the campus of the university.

#### THE FACULTY

The faculty of the school consists of the following: Dean William D. Bliss, Professor Edwin L. Cordes, Professor Edward W. Kane; H. W. Maher, educational consultant, I. B. E. W.; and John Daly, president of L. U. No. 494, registrar. The following eminent engineers are also co-operating and giving lectures:

Walter Richter, Allis-Chalmers Manufacturing Company, Milwaukee  
J. M. Cage, Allis-Chalmers Manufacturing Company, Milwaukee  
George Chute, General Electric Company, Detroit  
Ralph Welton, General Electric Company, Milwaukee  
R. W. Watson, Westinghouse Electric and Manufacturing Company, Pittsburgh, Pennsylvania  
P. La Hue, Westinghouse Electric and Manufacturing Company, Pittsburgh, Pennsylvania

## I. B. E. W. Electronics SCHOOL Gets Under Way

Historic project begins at Engineering College, Marquette University, with full enrollment

Amos Germain, Westinghouse Electric and Manufacturing Company, East Pittsburgh, Pennsylvania.

G. O. Paden, Westinghouse Electric and Manufacturing Company, Chicago, Illinois.

Byron Hill, Westinghouse Electric and Manufacturing Company, Chicago, Illinois.

The course is attracting widespread attention. A national magazine, representing thousands of readers in the electrical industry, covered the opening sessions. Book publishers are interested in the course as a possibility of securing books by participants. The course is designed to serve the mechanic rather than engineers or engineering cadets. Some of the most competent men in the I. B. E. W. have registered.

Every word of the course will be recorded, edited, and from these lectures and laboratory talks will be drawn supplementary pamphlets and these will be given to local unions when they set up their local courses.

#### A DAY AT THE SCHOOL

The course grinds away seven hours a day. There are lectures on general electronic theory; then the men go into the laboratory and shoot trouble on actual

electronic machines, the best types of which have been gathered into the school-rooms. In the afternoon the men visit actual electronic plants where electronic machines are at work turning out war goods. Motion pictures, phonograph records, the spoken word, all unite to make the course streamlined and effective.

At the same time many local unions have already launched their own schools at high schools or universities in their cities. These local unions invariably have sent representatives to the electronics school in Milwaukee. It represents a great push on the part of the union to conquer a new field of activity.

The *Poughkeepsie New Yorker* is another nationally known newspaper that has commented on the great experiment:

"Practical preparation for the postwar era is being undertaken by 30 members of Local No. 215, A. F. of L., International Brotherhood of Electrical Workers, with the cooperation of Vassar college and Rensselaer Polytechnic Institute. That number of local electricians have signed up for a course in industrial electronics at the local college, beginning about November 1.

"Probably in no other field has there been such development in the past 10 years as in electronics. Experts agree that, despite progress already made, we are just on the threshold of that important subject. As with so many other things, war demands have given great impetus in the development and many of

(Continued on page 456)



Front row: William B. Frackelton, General Electric, Chicago; H. W. Maher, I. B. E. W. educational consultant; Tracy E. Johtz, General Electric, Chicago; Victor E. Johnson, Westinghouse, Milwaukee; W. D. Bliss, Marquette University; M. H. Hedges, Director of Research, I. B. E. W.; E. H. Herzberg, National Electrical Contractors Association, Milwaukee; John J. Daly, President, L. U. 494; Rex Fransway, Business Representative, L. U. 494. Rear: Edwin L. Cordes, Marquette University; Ralph R. Johnson, General Electric, Milwaukee; Louis Peine, General Electric, Chicago; A. M. Fisher, Westinghouse, Milwaukee; Herman C. Dustman, Allis-Chalmers, Milwaukee; Edward W. Kane, Marquette University.

# Members WRITE Key ARTICLES for Journal

## True Story About a Line Foreman

**W**E had a line foreman by the name of MacDonald. He was a Scotchman. He had a habit of pulling out his notebook and writing down a list of what work he wanted completed daily. He would then hand a copy to each man in the crew. Generally, he would have two days work lined up and would expect each man to finish his assignment in one day.

Down at the material yard were two linemen assembling crossarms. They ran out of square washers so he sent them out on line to string wire. He was great on efficiency. Everything had to be as punctual as clock work. He pulled out his notebook and started figuring that if he put a groundman to hacksawing three-bolt clamps into square washers, and the man worked energetically for eight hours he should turn out a lot of washers. Figures don't lie, he had a perfect result on paper.

The following morning he put a groundman to that task. He showed him the opened boxes of three-bolt clamps, told him what he wanted, and then went out on the job to supervise the rest of the crew. That night upon his return he stopped at the material yard. The groundman had finished his day's work and already left. MacDonald stood, baffled in wonderment, as he stared at the small amount of washers that had been produced.

He took out his notebook and started figuring the man's wage per day, the

Take their pen in hand  
to indite epistles of  
interest and color

number of three-bolt clamps hacksawed, also the number of washers produced.

Nearby stood one of his truck drivers, an Irishman, by the name of Bill Murphy. Bill stood alternately gazing at the newly-made washers and at MacDonald figuring. In his bulging pocket was a flock of notes that the foreman had given him—but only half of his work was accomplished.

"My God," MacDonald exclaimed as he turned and looked at his truck driver. "These washers cost a dollar a piece," Murphy smiled and then replied. "It would be cheaper Mac, if you took a silver dollar and punched out a hole the size of a dime. Then they would only cost you 90 cents a piece."

CHARLES O. BODUM,  
L. U. No. 1245.

## Ancient Electrical Fixtures

C. C. Stocker, worthy secretary of L. U. No. 415 for the past 20 years, has been busy collecting ancient electrical gadgets which are shown with Brother Stocker in the photograph.

This collection is very interesting to members of this local or to anyone pursuing the electrical industry. Brother Stocker is a very good student and this display shows the interest he has taken

in keeping up with electrical industry from infancy. On display are articles which would be a credit to any museum. Brother Stocker allowed this collection to be shown as an advertising feature for the Edison motion pictures, and it attracted a great deal of attention. During the past 30 years he has collected more than 100 items of out-dated lamps, switches and other electrical fittings from old institutions.

One prize of his collection is a hand-blown, wire terminal base lamp, two contact, with a socket to match, no doubt built by Swan, whose name is on the socket. Among his other prized exhibits are early sockets, types of hand-made door bells, canopies, rosettes, wooden and fused ceiling hangers for fixtures, a fractional horsepower generator, which weighs more than one of our modern 10-horsepower generators, switches and fuse blocks, surface-type wall switches and a wooden hand-made service switch which dates back a good many years and no doubt was made by the boys who wore the derby hats and the "handle bar" mustaches.

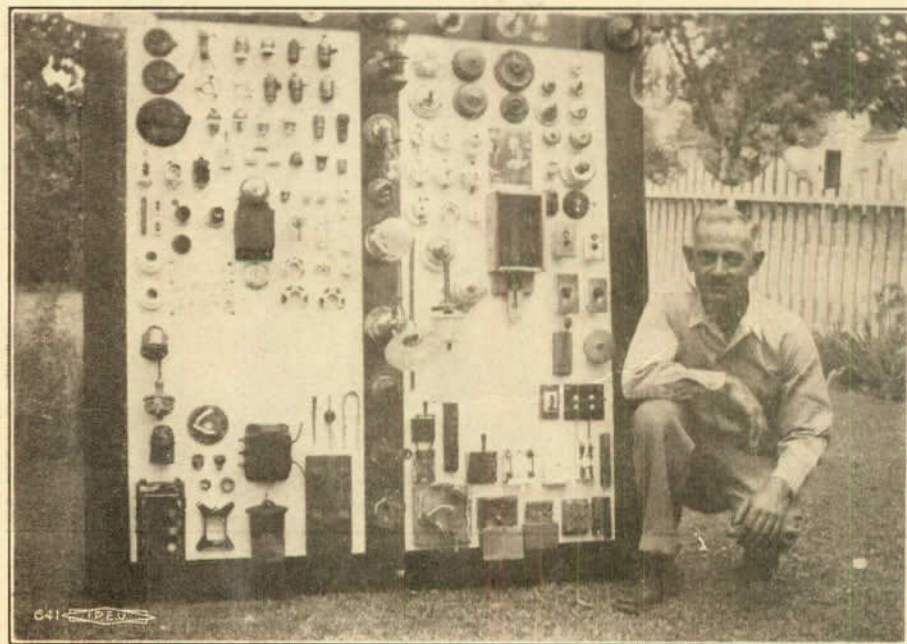
Brother Stocker, with the help of his son "Jim," has mounted his exhibits on a neat, white display board. "Jim," affectionately known to us fellows as "Buck," graduated, with honors, from the Engineering College of the University of Wyoming. He holds a Bachelor of Science degree in electrical engineering, and incidentally is now doing his "stuff" on the B-29's. Good hunting, "Buck."

This town was among the first to install an electrical street lighting system, and much of the old equipment has been found by Brother Stocker during his travels. He has several old-type lamps, which still glow with their original brilliancy, paperlined conduit, hand-insulated wire and paper conduit. The following item is from the Rocky Mountain News dated 1891, "A new system of house wiring for electric lighting consists of fitting the building with continuous tubes of insulating material, through which the wires are drawn. The tubes are made of paper soaked in a hot bath of bituminous material and is said to be strong and hard." Below that item was another short fact telling about some "feller" back in Massachusetts claiming electricity travels 186,000 miles per second.

A great many of these fittings date back to the time when batteries were the only source of current for night lighting. The batteries were charged during the day and taken out and put under the front porch for lights that night.

The most unusual object in this collection Brother Stocker believes, is the hand-made wooden entrance switch, which is six times as large as our modern affairs. It still operates without difficulty and it took a bit of diplomacy to obtain. It was installed in one of the original gambling and dance halls, where the admission charge was one silver dollar thrown into a barrel. Every morning this barrel was rolled to the bank for safe keeping. The old fellow in possession of the building now, claimed it was still

(Continued on page 452)



A ONE-MAN MUSEUM OF SIGNIFICANT ELECTRICAL GADGETS

A REPORT formulating the elements of a nationwide health program which incorporates the views of physicians, economists, and administrators, has just been issued by the Health Program Conference with the cooperation of the Committee on Research in Medical Economics. All of the members of the conference agree that good medical care is a necessity of life, comfort and efficiency, that the need for medical care is now insufficiently met for a large number of persons, and that, to meet the need, public action is required on a nationwide scale, as well as action by voluntary organizations and by individuals in their own behalf. The report is an attempt to anticipate and welcome important changes in the organization of medical services and in methods of paying for them.

Miss Florence Thorne represents the A. F. of L. on this committee.

#### WAYS AND MEANS

Many physicians have been studying ways and means to make good medical care more widely available. A number of economists and administrators have been working on health insurance and other methods of organized payment for medical care. In the past, these groups have proceeded separately. It is believed that this report represents the first occasion on which they have come together along with some public health and hospital administrators to attempt to work out mutually acceptable policies. The conference feels that the adoption of a nationwide health program is urgent. The years that lie immediately ahead will see the medical demobilization of the thousands of doctors now in the armed forces, and industrial and human reconversion. The promotion of health and the provision of good medical care will be practical issues during this period, important both to doctors and laymen.

The program presented in this report rests upon 10 principles: (1) comprehensive coverage and service; (2) spreading of costs; (3) distribution of facilities according to community health requirements; (4) encouragement of group medical practice with hospitals as professional centers; (5) determining policy through participation of those who receive and of those who furnish service; (6) responsibility of the professions for strictly medical activities; (7) freedom for physicians and patients; (8) adequate payment of physicians and hospitals by methods which encourage quality and promote economy of service; (9) a national system; and (10) local administration of services under national standards.

#### LOCAL AUTONOMY

The physicians, the hospital and public of each locality must deal with the ultimate distribution of medical care under general standards which make place for voluntary as well as governmental action and which give room for freedom and supply helpful incentives.

In summarizing the issues and principles of a nationwide health program,

## Notable Report on Conservation of HEALTH

Physicians, economists and labor dissect problem and propose sound, conservative answer. Landmark in medical history

the conference report points out that "American medicine at its best is unsurpassed, but it is also beyond doubt that the medical facilities and services actually available to many of our people are far below the best or even the sufficient. There have been great achievements of the American medical profession, American hospitals, public health and welfare agencies in providing care for sickness, educating personnel, advancing medical knowledge and reducing and preventing disease. Nevertheless, unmet needs for medical care are widespread and the burdens of sickness costs are heavy and sometimes overwhelming. There has been a gratifying reduction in the death rate but the lowering of the death rate is not an adequate measure of the extent to which medical care is available or needed. Moreover, the fact that death and disease rates are much greater in some states than in others, and greater among low than among high income groups, demonstrates that there are still unmet needs and opportunities."

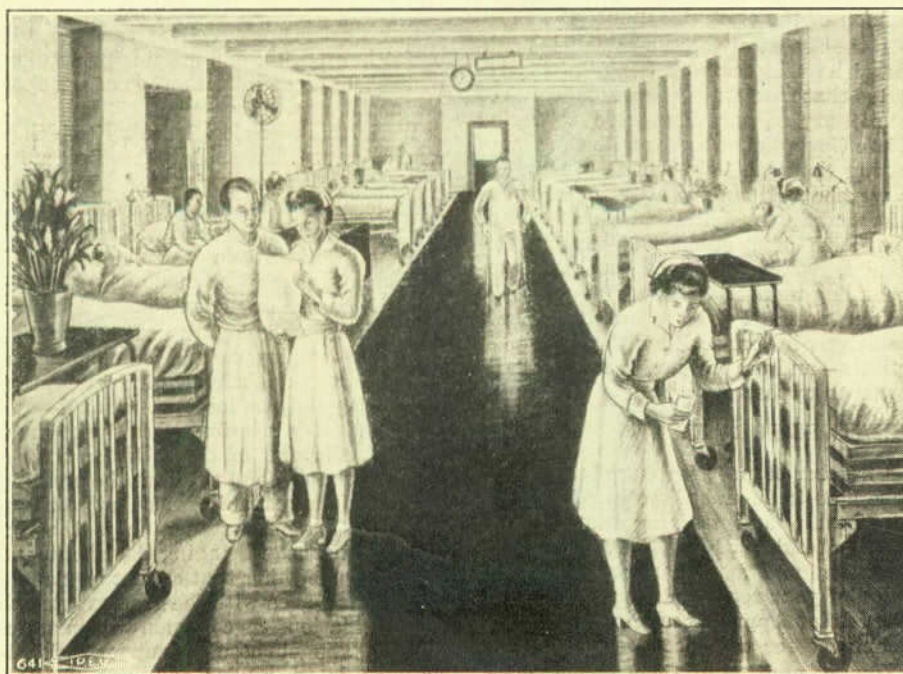
#### SERVICES FOR ALL

"Medical services should be made financially accessible to all through a national system of contributory health insurance combined with taxation in behalf of people without sufficient income, preventive services and needed extensions and improvements of facilities. In order that comprehensive service shall be available to all or most of the population, and in order to minimize the administrative costs of acquiring members, it is essential that financial participation in the system be required by law." The contribution for medical care insurance does not necessarily mean an added burden on the earnings of workers. "The American people are now spending for physicians' services and hospitalization enough to provide for all with only minor supplementation, if these payments are regularized instead of falling with disastrous uncertainty. A place should be maintained for voluntary action by many agencies as well as by our national, state and local governments."

#### ORGANIZATION OF SERVICES

Financing alone will not guarantee satisfactory medical service. The amount and economy of medical care are greatly affected by the methods through which the services are organized and paid for by the geographical availability of hospitals, physicians and other personnel, by the

(Continued on page 451)



Abbott Collection of Naval Medical Paintings

NAVAL HOSPITAL WARD  
by Carlos Andreson.



Faulty electrical connections not only cause bad shocks; but they also cause hundreds of electrocutions every year. All accessible wires should be insulated.

#### The committee:

Representing the National Electrical Contractors Association  
E. H. Herzberg, chairman  
Robert W. McChesney  
E. C. Carlson  
J. W. Collins  
W. F. McCarter  
P. M. Geary

Representing the International Brotherhood of Electrical Workers  
Ed J. Brown, vice chairman  
M. H. Hedges, secretary  
G. M. Bugniazet  
H. W. Maher  
C. W. Spain  
William D. Walker

*Editor's Note: The following report was given by Chairman Herzberg at the annual meeting of contractors, French Lick, in October:*

**A**T your meeting in St. Louis, at the Jefferson Hotel, held April 15-16, 1944, a tentative report was submitted as to the need for over-all apprenticeship and training standards covering our division of the electrical industry.

In the report of the sub-committee submitted at this same meeting it was reported that reactionary representatives of reactionary corporations were appearing before Government bodies with the aim of tearing down the apprenticeship system as we know it, and substituting a make-shift training program which cannot be productive of first-class all-around mechanics, which we need in our ever-expanding industry.

Your national joint committee knows the danger in connection with this type of activity—and proposes to do all within its power to oppose it.

#### MEETINGS FOR ACTION

A number of meetings were held in order to be able to submit these broadened apprenticeship and training standards to the membership of NECA for their consideration and action in approving the action of your representatives on the National Joint Apprenticeship and Training Committee for the Electrical Industry.

Your committee at their formal meeting held in Chicago, Saturday, September 9, adopted the tentative draft of standards that was before them, as amended by

# APPRENTICESHIP *Standards* *Meet Expanding Industry*

## National Joint Apprenticeship Committee promulgates standards for electrical industry

action of that meeting, thereby creating National Apprenticeship and Training Standards for the Electrical Industry.

A summary report which can be read at a glance, as well as a chart of organization still in the process of preparation, will be found at the beginning of your National Apprenticeship and Training Standards for the Electrical Industry when printed.

A recommendation that apprentices go to night school on their own time received the support and action of the joint committee.

Your National Joint Apprenticeship and Training Committee is a permanent committee and is charged with the responsibility of amending your national standards from time to time as experience dictates.

Your committee also desires to cooperate in any way possible with existing local or district joint committees, and/or in creating such committees.

Your committee welcomes and needs your cooperation and support in order that the national standards for the electrical industry remain at all times the most complete, workable standards, leading all other industries.

#### ASSISTANCE OFFERED

Our field representatives can and will assist in securing and organizing local or district joint committees when called upon for assistance.

We in this electrical industry (which is a profession) have a great opportunity to prove our progressiveness by getting joint local or district apprenticeship and training committees in operation now to prove our sincerity in desiring to meet all demands that may be made of us by the public who are our clientele.

Our industry is known as a cooperative industry—employers and employees capable of solving their own industry problems, may they be local or national—and these industry relations should and must exist in all parts of these United States.

Believe me when I say that the creating of local joint committees on apprenticeship and training standards is the immediate means of bringing this about, and surely is one thing that cannot be classed by anyone—even with the greatest stretch of imagination—as collusion within an industry. The purpose in support of this activity is to render the best possible service to Mr. and Mrs. Public who are our clientele and pay the bills for the efficient service we render.

These activities will give local committees who claim there is nothing for them to do and, therefore, decide to meet quarterly, sufficient work to meet monthly, every other week and, in most cases, weekly. This will also result in the committees really becoming interested in their important function and responsibility; namely, seeing to it that apprentices in our industry do get an all-around education and knowledge of the work they will be expected to perform when working in this profession of ours.

#### THE RESPONSIBILITY

Members of local joint committees who do not realize their responsibility or are unwilling to assume the responsibility should resign and permit others willing and qualified to take their place. I am sure that some of our own boys who have seen service, and who really appreciate the experience and learning they have had while in the service are qualified, ready and willing to serve in this capacity as members of our local or district joint apprenticeship and training committees—for this is a very important industry program, and one that must make more progress than it has thus far.

The value of desirable industrial relations is one thing I am sure all of you are familiar with. However, in order to have and enjoy them, there must be activity in your district to bring it about—the proper number of contacts are very necessary. Where either party of our industry fails to realize the value of desirable relations, that should and must be the number one objective. In some districts it may take longer than in others to accomplish this objective. Never let down on your efforts to win this point—for it is the most important tool to have and it has a soothing effect on all concerned, and permits the rendering of an outstanding service to the public. Local and district joint apprenticeship committees in many instances are directly responsible for bringing about a realization of each other's problems.

The publicity we need relative to this activity of apprenticeship and training should not be confined solely to articles from your representatives on our joint committee.

#### PROPER PUBLICITY

What we do need is articles covering the activity of our local or district joint committees. We need your cooperation in this respect. Our joint committee should welcome the publicity—they should have pictures taken of special activities. With the proper publicity they will create an incentive for other joint committees to take similar action.

The Detroit Building Trades Apprentice Council had a graduation and testimonial

dinner on August 9, 1944, at which 58 graduates received their diplomas in the electrical industry—as well as others from the various branches of the building industry. A printed program for the occasion listed such distinguished guests as the governor of the State of Michigan, the mayor of the city of Detroit, the president of the Federation of Labor, the president of the Detroit Chapter American Institute of Architects, superintendent of the public schools of Detroit and our good friend, William Patterson, director, Apprentice Training Service, War Manpower Commission, Washington, D. C. Our Detroit chapter took an active part in this program through C. C. Cadwalder, secretary, and it is this type of activity that we desire to give wide publicity in order that other joint committees may carry on a similar program, or even attempt to top it if that is possible.

### OUR INDUSTRY

This is our industry—and when I say this I mean employer and employee—and we have jointly prepared these over-all apprentice and training standards as a guide for our members jointly.

We know what the requirements of our industry are in order to efficiently serve the public, our clientele, and while we are ready and willing to cooperate with any agency interested, to promote and support our activity, we do not propose to have any of these agencies take over for us and tell us what they think and feel we must accept in order to continue with the apprenticeship and training program for our industry.

Your representatives on the National Apprenticeship and Training Committee for the Electrical Industry, as well as the representatives of labor, have given considerable thought as to the future of our industry, and present to you over-all apprenticeship and training standards for the electrical industry which should not only receive your approval by adoption of the report and standards as prepared, but must receive your wholehearted honest support by placing them in operation in every chapter district as well as every other section of these United States and Canada.

### A DESIRABLE PLAN

Further experience since my report to you in St. Louis makes me call your attention to the most desirable plan on indenturing apprentices and that is to have them indentured by agreement, to the local joint committees, and sub-indentured to the individual employer—as experience indicates there are some agencies who are rather reluctant to give our local committee this much recognition.

This plan also places the responsibility directly on the committee for the apprentice receiving a well-rounded training by transferring the apprentices from one employer to another, depending upon the class of work, when available, in which the apprentice needs training.

In many localities we have had apprenticeship programs in operation prior to State and/or local agencies existing—now that they have been established, we

naturally are willing to cooperate. However, we do not propose to have them take over this important activity of ours, for this is our industry and we know what the requirements are for apprenticeship and training as it pertains to this electrical industry.

Action was also taken to have a special committee of your National Joint Apprenticeship and Training Committee visit General Hines in Washington to prevail upon him to accept our standards for the industry as it pertains to the training of returning service men of this war.

### THE EDUCATIONAL VIEWPOINT

Apprenticeship and training must be viewed from an educational instead of a production viewpoint.

Local committees can and should require the apprentice to get additional education by attending night classes on such subjects as the committee finds him lacking proper knowledge. This is up to the local committee and can be determined by periodical examinations or reports of progress as received from the school or the contractor who employs him.

The committee records, based on reports as filed by the apprentice, may also serve as a guide for the committee's decision.

Speaking of education—I might report at this time that we have scheduled on our program for Monday evening at 8:00 P. M., moving pictures on this important subject of electronics, through the cooperation of the Westinghouse Electric Company. All members and the ladies are urged to see these movies. The purpose of having this program is to create a realization on the part of our members as to the new applications within our industry—and the need for study on our part to cover these applications—in order

that we may render the type of service the public will expect.

### WE MUST BE ALERT

There must be alertness on our part as to means of further educating men now in service who have had special training along our industry lines—and this again calls for local functioning joint committees with standards capable of recognition by the proper agencies charged with the responsibility of placing these service men upon their release from service.

What do I mean by this? Well, here is the story.

A young man leaves the service and receives a loan, starts in a business in which he believes he would like to make his livelihood, hires a master for his shop, and then signs an agreement to become an apprentice under this master.

Is this what we are waiting for to happen in this great electrical industry of ours by failure on our part to have all sections properly organized with local or district joint apprenticeship and training committees—or are we going to have these local or district joint committees with recognition of their standards and training programs—and in this manner enlighten these returning service men, who have had special training they received in service, as to the requirement of our industry and the urgent need for all-around training?

Surely we owe our boys who have been in service this enlightenment and in this manner protect them from the pitfalls of our industry when one fails to have the knowledge and experience so necessary to a successful operation. And then, too, in this manner we preserve the industry from that type of inexperienced competition, for we well know there are some

(Continued on page 452)



THE CRAFTSMAN ON THE JOB

# New Mark in Field of UTILITY Relations

By S. J. CRISTIANO, International Representative

**A**N agreement has been signed between the Philadelphia Electric Company and Local Union No. B-1184, I. B. E. W. Local Union No. B-1184 was recently organized by Representative Charles Scholl, who since then has been inducted into the United States Navy. The local union was certified by the Pennsylvania State Labor Relations Board as the sole and exclusive bargaining agency for all the Philadelphia Electric Company's employees at its Chester generating station.

Negotiations on the agreement were under the direction of Representative George B. Acker, who was assisted by Representative S. J. Cristiano. At all the negotiating conferences Local Union No. B-1184 was represented by Charles Camillo, president; John Rowland, recording secretary; Samuel Bailey, executive board; Richard Thomas, vice president, and Ronald Nash, executive board.

The Philadelphia Electric Company was represented during the negotiations by Robert Simpson, industrial labor relations consultant, Gilbert Associates; and George R. Conover, vice president.

## MEMORABLE ACHIEVEMENT

The agreement represents the first labor contract ever negotiated and signed by the Philadelphia Electric Company and any labor union. The day of signing was September 21.

The local union was certified as the exclusive bargaining agent for the employees of the Chester generating station of the company in Chester at a consent election held by the Pennsylvania State Labor Relations Board. The contract cov-

## Philadelphia Electric signs historic agreement with L. U. No. B-1184

ers the employees of the station located at Front and Ward Streets in the city of Chester.

Under the terms of the contract the employees are said to have secured at least 20 concessions which they never before enjoyed. Under the contract it is believed that the company will be benefited in improved labor relations and efficiency in the plant due to a better understanding between management and employees.

The contract was signed for the company by Horace Liversidge, president; Henry Bryans, vice president; and George Conover, vice president. It was also signed by Charles A. Camillo, president of the local union; Richard Thomas, vice president; John Rowland, recording secretary, and George R. Acker, for the International Office.

## CHIEF SPEAKS

Following the signing of the contract, Henry Bryans, vice president of the company, spoke briefly to the members of the committee. During his talk he stated that the top management of the company had changed its opinion of labor unions and its attitude was much more favorable to them than it was in years past. Mr. Bryans said the company would live up to the agreement and looked forward to a continuation of the existing relations with the local union.

Also after the formalities of the signing of the contract had been completed Mr. Bryans invited the members of the

committee and representatives of the International Office of the Brotherhood to attend a dinner at the Benjamin Franklin Hotel, Philadelphia.

Among those invited were: William Walker, international vice president for the eastern area; George Rincliff, manager of station operations, and William K. Klumpp, superintendent of the Chester station. Speeches were made by Rincliff, Klumpp, Conover and others. Representatives of the company expressed the opinion that the relations between the company and employees had improved considerably since the Brotherhood had organized.

## LOOKING FORWARD

William D. Walker, vice president of the International Office, said that the agreement is the first signed on the property of this utility which is rated the third largest in the United States, and that he is looking forward to an intensification of the Brotherhood's efforts towards organizing the rest of the 7,000 employees of the giant concern.

A meeting of all supervisors at the Chester station was called on Monday, October 2, by George Conover, vice president of the company, at which time the recently signed contract with the Local Union B-1184 of the IBEW was read to them and thoroughly discussed from all angles so that no misunderstanding of the agreement could be reached.

The talk was given in the presence of the negotiating committee of the local union. Among those present for the company were department heads Oberhuber, Bernard, Bucholtz, Hunt and Rincliff. The Brotherhood was represented by Camillo, president; Thomas, vice president; Bailey, Nash and Rowland.

Following the reading and discussion of the contract the company through Mr. Conover restated it was the intention of the company to give the local union its fullest cooperation so that the contract would be complied with.

Mr. Klumpp and Mr. Rincliff both stated their intentions of complying with the contract, that there would be no misinterpretation, and where differences could possibly occur that matters would be taken up with the Brotherhood before they could possibly develop into serious problems.

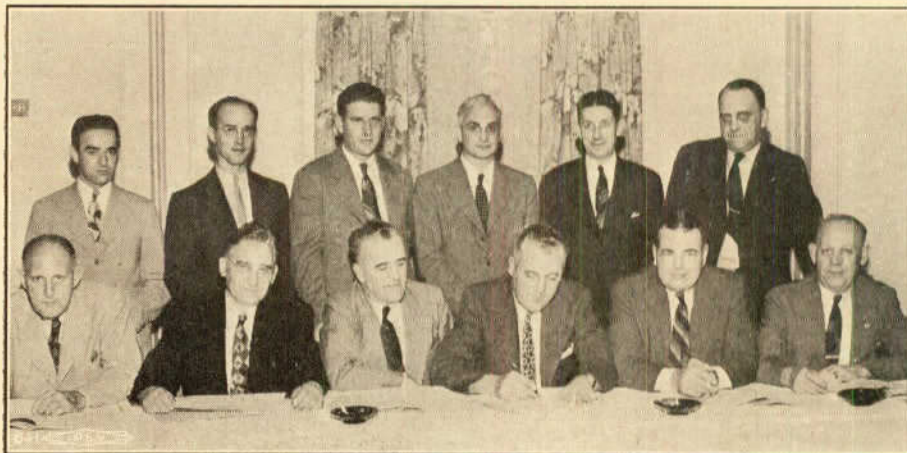
## Labor Buys Bonds for Victory

"Organized labor is the best customer for War Bonds among individual purchasers," reports Mr. J. L. Houghteling of the U. S. Treasury. In the last War Bond drive, union members bought almost one-third of the quota for individuals.

In a recent issue of *Minute Man*, field publication of the War Finance Division, Treasury Department, an article, "Look at Labor's Record" appears. It begins by stating that union members, besides turning out 85 per cent of war production, invest millions each month. The article goes on to say:

"Had the founders of the labor movement in America been able to foresee

(Continued on page 452)



Left to right, standing: Ronald Nash, executive board, Richard Thomas, vice president, Samuel Bailey, executive board, L. U. B-1189; S. J. Cristiano, George B. Acker, international representatives; Robert Simpson, industrial relations consultant, Gilbert Associates. Seated: John Rowland, recording secretary, Charles Camillo, president, L. U. B-1184; William D. Walker, international vice president; George R. Conover, vice president, George Rincliff, manager of station operations, William Klumpp, superintendent of Chester Station, Philadelphia Electric Company.

# Let Tools Be Worthy of Good Mechanics

By JAMES MERRIFIELD, L. U. No. 611

**M**ANY otherwise first class electricians waste time, energy and material by not taking proper care of their tools. Among the most used and most misshapened tools in their kits are their screwdrivers. They use them for everything and the points look more like the teeth of a garden rake or old dull chisels than they do like screwdrivers. Screws driven with such tools are bound to be ruined and their scarred heads advertise poor workmanship. The point of a screwdriver should be perfectly square and just as thick on the extreme point as it is back the distance that it enters the slot in the screw. Then if the screw has not already been ruined and has a slot sufficiently deep, it can be driven down tight hundreds of times without damage.

The point of a screwdriver can very easily be ground into proper shape on an emery wheel.

Many screws do not have deep enough slots when they are new and, if they are to be used repeatedly, it will save time to cut the slots deeper at the very beginning.

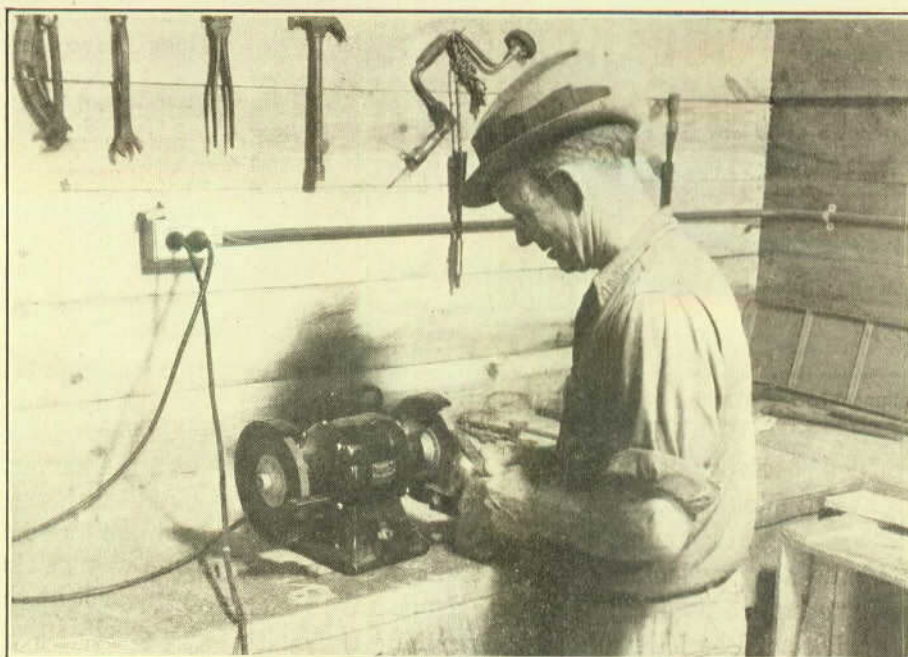
## CARE OF FILES

Files should not be allowed to come in contact with each other or with other hardened tools. They should be kept in a rack, each in a separate place or if kept in a drawer should have tin or wooden spacers between them. If they are carried in a tool box or bag, slip them in canvas sleeves. A file isn't much good without a handle and it should be used its entire length, taking as long a stroke as the length will permit. Lift the file from the work on the return stroke and the return stroke should be made more quickly than the cutting stroke. A file once used for steel or iron is spoiled for brass. Keep your file for brass separate from the others. Don't allow your files to become clogged. Keep a file card or wire brush handy. For anything stuck in the teeth use a coarse needle mounted on a file handle.

It pays in time and patience to keep all cutting tools sharp.

Always lay a wood plane down on its side. Carry it or draw it lightly on the return stroke.

(Continued on page 456)



HOMESPUN WORKSHOP

REA Photo

# Increase Benefits Under Local Insurance Plan

By JOSEPH D. KEENAN, L. U. No. 134

**T**HE Electrical Insurance Trustees, acting under the agreement dated June 24, 1930, between the Electrical Contractors Association of the City of Chicago and Local Union No. B-134 of the International Brotherhood of Electrical Workers are glad to be able to announce two new benefits which are available for members of the local union who are eligible for benefits provided by the Electrical Insurance Trustees.

One of these benefits deals with the hospitalization and surgical benefits and provides insurance for injuries and sickness not covered under the Workmen's Compensation Act. The certificate issued by Federal Life Insurance Company entitles you to

- (a) board and room at a hospital or sanatorium, up to \$5.00 per day, but not more than 13 weeks for any one claim;
- (b) incidental hospital expense and ambulance service, not more than \$50 for any one claim; and
- (c) surgical fees according to the schedule shown in the certificate, not more than \$150 total during any one continuous period of disability.

The other new benefit has to do with members of your local union, who have attained the age of 65 years or more and who have retired from the electrical trade and are participating in the old-age-pension-benefit plan provided by the International Brotherhood of Electrical Workers. This benefit is available beginning November 1, 1944, for such members who prior to retirement were eligible to participate in the benefits provided by the Electrical Insurance Trustees, and are also participating in the old-age-benefit plan as outlined in Article XII of the by-laws dated March 23, 1942, of Local Union No. B-134, International Brotherhood of Electrical Workers. Any such eligible member who has drawn at least \$2,625 on his insurance policy referred to in Article XII, will, upon reaching the age of 71 years, or after he has drawn such \$2,625, whichever time is the later, be entitled to a supplementary pension of one dollar per day including Saturdays, Sundays and legal holidays.

The cost of these benefits is paid by Electrical Insurance Trustees from funds provided by members of the Electrical Contractors Association of the City of Chicago and other participating employers.

# JOURNAL OF ELECTRICAL WORKERS

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**He Died on the Job** Every day there is evidence that the electrician's trade is hazardous. With death all around us in a world of war, these daily accidents are overlooked and lost sight of. However, we have before us a moving letter from Mrs. Helen Hendrickson, Des Moines, Iowa, describing the death of her young husband, a lineman for the Iowa Power and Light Company. He received a 2,300-volt electric shock from a wire in that city at 3:45 p. m. His brother unionists and fellow workers fought for 11 hours to save his life and to bring him back from the vestibule of death. Young Hendrickson's heart was paralyzed from the start by the heavy shock. But he was young and strong, six feet one inch tall, and he seemed to be vibrant with life even though his heart was paralyzed. It was a task for his young fellow workers to administer artificial respiration and they did not cease until all hope was gone and they themselves were almost exhausted.

The wife of the unfortunate victim of the shock writes: "Credit should go not only to the men whose names were mentioned in the newspapers but to those also who kept him warm by rubbing his limbs, applying external heat and administering hundreds of little devices designed to save him. He was taken out of the 2,300-volt wires at about 3:45 in the afternoon and they worked 11 hours, only to have to cover his lifeless body and to tell me I had lost the dearest man on earth."

A dramatic moment occurred in the very beginning when doctors who had been called said the case was hopeless and the man was already dead. His union brothers did not give in and fought manfully nearly half a day to bring him back.

Cal Hendrickson was an enthusiastic worker and an enthusiastic union man. He always accepted emergency assignments eagerly. Mrs. Hendrickson said: "Even on regular work days when the alarm clock rang (it stopped the day he was killed) he was ready to go to work without a complaint."

He was buried with the I. B. E. W. emblem erected over his grave. All of this is recounted because it records dramatically a saga of the wires.

**The World Does Move** Moving with a strong tide in the industrial world, the University of Chicago has established an industrial relations center. The object of this agency is to promote harmonious relations between management and labor. It will serve union leaders, business men, government officials, faculty members and students.

Related to the work of the center will be courses in industrial relations, courses in business and law, economics, sociology, political science, education, psychology and psychiatry. This sounds like the entire curriculum but it merely illustrates how complex and deep is the labor problem. Two men who have had wide experience in education and government will head the center.

At Harvard the courses for trade union leaders and business men have acted upon each other in much the same way as the University of Chicago intends them to interact at the labor center.

Cornell University has also established a labor relations agency at that university.

**Essentials** No thinking American was pleased with the tone of the election campaign just passed. It suggests the fact that Americans haven't grown up yet in their approach to economic problems. Name-calling does not take the place of thinking, analysis and reasoned conclusions. Perhaps Americans can look forward to a time when issues can be more rationally treated and more rationally solved. However, it is a great tribute to American democracy that in the midst of the most devastating war in history, it was strong enough to fulfill the requirements of our Constitution and hold a vigorous election, which divided our people, and survive.

One important conclusion was reached through this campaign and that was that foreign policy should be a non-partisan matter. This is a distinct gain. However, we believe that other questions should be non-partisan matters—the question of full employment, for instance, cannot be solved by politics. It must be solved by clear thinking, shrewd analysis and nationwide cooperation. We believe that the future of a successful democracy should move in the direction of widening the area of questions which are to be solved on a non-partisan basis, narrowing the area of questions solved by passion and name-calling.

**Industry Unity** The I. B. E. W. Electronics School opened successfully in Milwaukee on November 13.

This represents a great step and advance in union techniques. One of the gratifying facts about the success of this school is the widespread cooperation with the I. B. E. W. of every segment in the industry. The Brotherhood has had the cooperation of the National Electrical Contractors Association, an employer organization, and the great corporations

who manufacture electronics machines, namely, General Electric, Westinghouse and Allis-Chalmers. It has had the cooperation of school authorities and Government people, and, to our way of thinking, this is all to the good. It means that the electrical industry can unite upon a social principle; namely, that through education real achievements are accomplished for everybody and for the industry as a whole.

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**A Farmer's Point of View** Vice President Louis Ingram sends to the *JOURNAL* a copy of the *Kansas Labor Weekly*. In this labor paper is an article by George Reinhart, secretary of the Kansas Farmers Union, on the TVA. This article says:

One of the biggest points of opposition to a Missouri River Valley Authority, to get unified development of ALL the river's possibilities and the region's resources, is the cry of invasion of state's rights.

The Tennessee Valley is proof that that cry is false.

The Tennessee Valley Authority has actually increased state autonomy, state revenues and state activity instead of diminishing it.

#### A CORPORATION

The Farmers Union Committee on Regional Resources Development was especially interested in this question and made an especially close study of whether or not TVA was a Federal "bureaucracy" imposing its orders on the people. It is not. It is a new and very interesting type of administrative agency which doesn't have the powers of government—only those of a corporation—and gets things done without issuing orders of regulation or ultimatum to anyone.

TVA is just that—a corporation. It has about the same powers as a public utility, including the right to condemn land just as a railroad or power company does, but no greater power.

Consequently, when TVA does anything a citizen doesn't like, the citizen can go to court, but this has seldom happened.

The TVA can't pass a law, nor issue a regulation.

It has accomplished amazing good in the Tennessee Valley, not by coercion or mandate, but by the simple process of cooperating with town, county, state and Federal Government agencies.

For instance, TVA doesn't distribute power in towns and rural areas. TVA generates great amounts of electricity (installed capacity is 2,800,000 kilowatts), but it acts as a wholesaler. The towns have their local distribution systems and the farmers have their REA systems. They buy power from TVA wholesale.

Again, in the field of administration, TVA doesn't tell anyone what to do, it cooperates with existing agencies to help them do their jobs better.

**Observations on the Election** The results of the election reveal again the fact that the newspapers (at least 85 per cent) have arrayed themselves against the majority of the people. The results of the election recall again the fact that the people are not guided in making decisions by the hostile press. For 12 years at least the American people voted against the press. However, the press is not performing its full duty as a forum for opinion. It is a tragic thing that in a democracy the press tends to confuse and mislead.

\* \* \*

Labor did not rock the boat. Labor marched to the polls and voted in its own interest. As one worker said, "Labor does not have to be told how to vote. We are nearer to the realities of the situation than many better-dressed people. We know what it is all about and we voted accordingly."

\* \* \*

The election clears the air. It afforded the greatest opportunity for getting complaints and criticism out of the electorate, that has occurred in 12 years. It lanced the under-surface abscesses of public opinion. It was a test of the outstanding soundness of democratic institutions. No country in the world could carry on as hotly a contested election in the midst of the greatest war in the world's history, except the United States. The next great test is to bring the pieces together in a harmonious, working whole and drive to finish the World War.

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**Batteries Vital For Army Use** Army Signal Corps officers returned from the fighting zones, rate batteries as vital combat equipment and emphasize the urgency of maintaining production to meet the Army's needs.

A sapper creeping forward with a mine detector to locate buried mines is killed if the battery of his instrument does not function, these officers say. A Signal Corps communications man, working under enemy fire to lay his lines, tries to send a message to headquarters, but if the battery has gone dead from overwork and cannot be promptly replaced, the message will not go through. A platoon, a company, a regiment, or a division may be lost for lack of an efficient battery at a crucial moment.

To supply the men fighting in Europe and the Philippines and maintaining communications in every corner of the world, batteries of all kinds have been moved near the top of the Army's urgent production list. Members of the International Brotherhood of Electrical Workers, A. F. of L., are employed at one of the largest firms making batteries for Signal Corps use, the National Carbon Company plant at Charlotte, North Carolina.



# Woman's Work

CLIPED 414



## THE CHILDREN'S CHRISTMAS

By A WORKER'S WIFE

**A**NOTHER wartime Christmas! But Christmas 1944 is a brave, hopeful Christmas, just one year nearer victory and "the peace on earth, good will to men" meant to accompany the celebration of the Savior's birth. This year on our Woman's Page, as we did last year, we urge conservative spending—no let-down in the buying of War Bonds and no frivolous Christmas shopping. We are promoting the old-fashioned, friendly, homey Christmas, "just like the ones we used to know"—a Christmas in which money means little but the personal, homelike touches brought about by the efforts and enthusiasm of the entire family, under your guidance, will leave a shining memory amidst the horde of ugly ones the war has made.

### FOR REMEMBRANCE

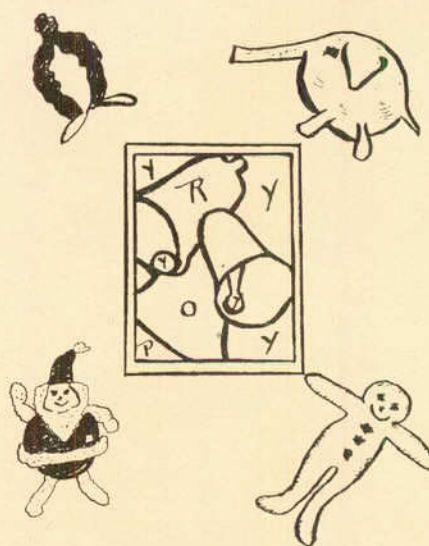
We stress again, too, on this year's Christmas page, the importance of Christmas to our children. I remember as a child how I would look forward for months to that great day—how I would count the days and even the hours as Christmas Eve grew near. And the memories—the spicy fragrance of the tree as my father dragged it into the house late on the afternoon before Christmas—the little sugar cookies that my Mother always made and cut into the fascinating shapes of Santa Claus and trees and stars—the solemn stillness broken by the exquisite beauty of the "Silent Night" sung by the children's choir in our little church on Christmas morning—the breathtaking excitement of opening the Christmas stocking and the time I found the little gold ring with the red set in the very bottom. They are good memories and today's children must have them, too—in spite of war and the sadness that has invaded so many homes. For them these Christmases will not come again and the ecstasy of Christmas at the age of seven is not the same at seventeen and therefore not one must be lost.

The balance of this page which is necessarily brief because of the paper shortage is dedicated to the children, to ideas you can use to make their Christmas memorable.

The children will love to help you decorate for Christmas. They will enjoy helping you place the evergreens and wreaths and if they are of school age will get much more pleasure from helping you trim the tree than from just being surprised by its beauty on Christmas morning.

With a little help from you a child would be delighted to make a "stained

glass window." Light shining into your dining room through one of these home-made windows on Christmas day will be effective and a great pleasure to the child who made it. They are quite simple to do. The prettiest effect can be attained by the use of crepe paper and black cardboard. Select a Christmas design—



Prune penguin, elephant orange, apple santa, gingerbread man—and in the center a design for a "stained glass window." Letters indicate colors to be used—red, yellow, orange and purple.

Christmas bells or holly, a chorister or a madonna—and trace the design on black cardboard cut to a size that will fit into your window pane and then cut out to make a stencil of  $\frac{1}{2}$ -inch width outlining the design. When the stencil has been completed, trace each section on the various colors of crepe paper you have selected for your window. The crepe paper is then cut a trifle larger and pasted on the cardboard in its designated space. Then your whole bright simulated window is superimposed upon your commonplace glass one.

### AND THE TABLE

The Christmas dinner table should be an interesting, different one and the children will love helping to make it so. There are many inexpensive ways of doing this.

Try red or green or gold cellophane over your white table cloth and carry out accessories in similar or contrasting colors.

Try pasting various sized stars to your cloth—or use colored Christmas seals.

Try a wide ribbon of gold or silver paper down the center of the table and place on it candles of different heights with greens between.

Imagine the novelty of sewing a few tiny bells along the hem of your cloth so that there is a sound of tinkling as the diners move.

### CRAZY CIRCUS

The children could make strange little figures of fruits, nuts and gum drops to be used for place favors. A large prune stuffed with a marshmallow, with a raisin for a head and almonds for feet makes a penguin. And did you ever let them make an orange elephant? Cut round flaps for ears and long, narrow strips for trunk and tail. Cloves make the eyes and four flaps are cut for legs which cover toothpicks for support.

For an attractive Santa, use a big red apple for the body, a marshmallow for the head, cloves for eyes and nose. Absorbent cotton makes a belt, whiskers, and hair and covers the toothpick arms and legs. A little red tissue-paper cap tops the marshmallow face.

### THE GINGERBREAD BOY

Then there's the Christmas cooking. There never was a child who didn't want to "help mamma cook." Let them make Gingerbread Men. They make fine Christmas cookies, they're fine to hang on the tree and they also make pleasant little remembrances for your children to tie up in fancy paper and give to little neighborhood friends as gifts.

$\frac{1}{4}$ cup boiling water	1 tsp. soda
$\frac{1}{2}$ cup shortening	1 tsp. salt
$\frac{1}{2}$ cup brown sugar	$\frac{1}{2}$ tbs. ginger
$\frac{1}{2}$ cup molasses	$\frac{1}{2}$ tsp. nutmeg
3 cups flour	$\frac{1}{2}$ tsp. cloves

Pour the water over the shortening, then add the sugar and molasses. Add the flour, soda, salt and spices mixed and sifted together. Chill thoroughly and roll thin. Cut into shapes with a cutter (or use a paper pattern) and bake for 8 to 10 minutes in a moderate oven. Raisins, bits of fruit or candies make fine eyes, buttons, etc., for your cookie people.

I wish there were time for more Christmas ideas but I've come to the end of my page. I'll just make one more suggestion. On Christmas Eve just before the children go to bed, why not place a lighted candle in your front window in the traditional way "to light the Christ Child," and then gather your family around and read aloud the Christmas story. It impresses the real meaning and love of Christmas upon them in a way they will remember long.

A very happy Christmas to you and yours and a very fervent wish for a New Year of victory and peace.



# Correspondence



**L. U. NO. 1,  
ST. LOUIS, MO.**

*Editor:* Well, Brothers, here we go again, the old

St. Louis World Series is over and once again our great city is first in everything. The time is ripe for us in union labor to protect its good name and get after the wet cards that are so plentiful and easy to get that they are not doing us any good.

All members of Local B-1 are working full time we are happy to say, and any Brother with five years or more good standing can get a job here.

Local B-1 had its bi-annual election in June. The following Brothers were elected: John Meinert, president; James Morrell, business agent; Ed Reidmeir, vice president, and Leo Hennessy, financial secretary. These gentlemen are all A-1 wiremen with many years good standing in the Brotherhood. So Local B-1 is still in good hands. Under our election laws some good men are elected and others just as good are defeated, so it behooves all good union-minded men to support their elected officers for the term to which they are elected.

It would surely be nice if our wonderful young Brothers in the armed services would write the local union a letter now and then which the recording secretary could read at the meeting so all us stay-at-homes would know how they are doing. So fellows give us a break and write soon.

Please don't forget our old enemy, big business, and its fight with us.

The true record of labor in this war is remarkable. Less than one-tenth of one per cent man hours were lost by strikes. This is a grand record and we can be justly proud of it.

Hope when we write again this terrible war will be over and our boys home again.  
LEE KILLIANS, P. S.

**L. U. NO. 3,  
NEW YORK, N. Y.**

*Editor:* Please publish the following contribution

from Brother Frederick V. Eich, a member of our educational committee:

Though the national election is still nine days off as this is being written, discussion of the issues would be pointless because publication of this letter will take place nearly a month after the election results are known. There is an issue that we believe will still be very much in order a month from now and that is the strike propaganda that is so persistently being circulated by the press, radio commentators and other tools of those that would, for personal financial gain, cause a rift between the farmers and the Army on the one hand and organized labor on the other.

We have seen ordinarily insignificant strikes exploited to the extent that people were led to believe that the war effort was being seriously hampered and soldiers at the front wanted to know just what was going on. There are still plenty of people only too willing to believe the tripe put out by some of the better known anti-labor radio commentators. These people, as a rule, are not noted for doing their own thinking and are only too willing to believe the worst of any-

## READ

Mental rehabilitation, by L. U. No. 68.

L. U. No. 98 enrolls 140 members in local electronics school.

Two electronics schools opened, by L. U. No. 103.

A death benefit plan, by L. U. No. 108.

MVA project vital, by L. U. No. 124.

L. U. No. 309 talks about group health plans.

Praise and a plan, by L. U. No. 353.

L. U. No. 611 reports on state federation convention.

L. U. No. 1141's electronics school opens with a bang.

I. B. E. W. members broadcast World Series, by L. U. No. 1217.

L. U. No. 1220 reports progress.

Progress of the unions, as the old year goes out, recorded in these vivid letters.

one without realizing that they are being used as tools to further the financial interests of the propagandists.

We know that most of these strikes are the result of employers refusing to abide by War Labor Board decisions, but there are too many that result from impatience with the slowness of the WLB in acting on cases that have been referred to them. These last, though very few in number, are doing the labor movement as a whole a lot of damage. We know that it is hard to be patient when suffering from injustice but we believe that in the long run patience in this particular matter will pay greater dividends.

You have all heard the old saying that large bodies move slowly. That is particularly true of our governmental bodies. As an instance of what we mean, we note in a New York publication that General Marshall, chief of staff of the U. S. Army, has issued orders to all army units for discussions at which the proper officers will present the facts counteracting "the main lies in press and radio" regarding the labor situation in the United States. This action we believe is a direct result of some of this anti-labor propaganda appearing in some of the Army publications.

We know that these lies have been nailed time and again, only to be resurrected by another enemy of labor and started out on the sucker circuit. Therefore we must always be on guard to do our utmost with whatever means available to nail these lies as soon as they appear. We would like to suggest that if our JOURNAL can spare the space it obtain complete copies of General Marshall's orders, as above noted, and print them for the information of the membership.

This will be our last letter for 1944 so we hereby wish to extend the best wishes of the committee to all the officers and mem-

bers of Local Union No. 3 and of the I. B. E. W. for a happy and holy Christmas and a peaceful New Year.

JERE P. SULLIVAN, P. S.

**L. U. NO. 6,  
SAN FRANCISCO,  
CALIF.**

*Editor:* Enclosed are two clippings and pictures published in San Francisco newspapers.

The first, a story about Brother William J. Kehaly (Lieutenant Bill), who was an active member of Local 6, as was his Brother Frank before they entered military service. "Old timers" will remember Neil Kehaly, father of these two soldiers.

The second is a group picture of seven Seabees who were employees of the city and county of San Francisco. Brother Thomas Norton, who holds a military withdrawal card issued by Local No. 6, worked for the Municipal Railway as "car repairer."

(Sorry! Newsprint pictures cannot be reproduced in the JOURNAL.)

Tom will be in for an agreeable surprise when he comes back. After several years of effort we have finally succeeded in having the classification "M-202 car repairer" changed to "E-202 electric railway shop mechanic." Subsequently a merger has taken place between the municipal railway and the Market Street Railway. The electrical railway shop mechanics, armature winders, power station operators and linemen are now members of Local No. 6.

After the war we expect the now merged transportation system will undergo an extensive modernization. New type street cars will be acquired in addition to more electric trolley coaches. Operation of the new cars and trolley coaches will be more and more electric, therefore the classification "electric railway shop mechanic" is more appropriate than the former title "car repairer."

At the present time a bottleneck exists in the railway due to a lack of sufficient number of mechanics to keep the cars and coaches in running order. But inasmuch as harmonious relations and a fine spirit of cooperation exists between the management and the union, we feel that this bottleneck will soon be broken and our people working in war industries will get better transportation.

We surely miss Brother Norton and the other Municipal Railway mechanics who are now in the armed forces. If these boys were here we would get this bottleneck broken, and quick. However every effort will be made to keep the road in efficient operation until they return, and we feel that then they will find a better job waiting for them with the Municipal Railway.

G. L. PICKLE, P. S.

**L. U. NO. 26,  
WASHINGTON, D. C.  
Government Branch**

*Editor:* Due to pressure of private affairs, Brother Jack Sullender has terminated his long

and faithful services as secretary of our local. Brother George Jones has been elected to succeed him.

Although we have had little news so far from our committee on the question of wage scales, we can rest assured that every effort is being made to take care of our interests.

At our September meeting, a very interesting talk was given by Brother John Mahaney on electronic control and protective devices now used on gas-fired furnaces. He had with him the complete electronic device, and demonstrated how it is used to operate certain valves in the event of failure of a pilot flame. By use of the blackboard he explained the operation of the tubes and development by the circuits, in a very creditable manner, bringing out many fine points.

Brother Mahaney has been employed a number of years on temperature recording devices at various stations within the "Potomac River Command," and is well experienced in furnace work.

Incidentally, Brother Mahaney was selected at the August meeting to represent our organization at Marquette University. He is a graduate of the following schools and colleges:

McKinley High School.

Apprentice School at Washington Navy Yard.

Radio Material School at Naval Research Laboratory.

War Training Courses in Engineering Instruments and Electronics at George Washington and at Catholic Universities.

Southeastern University, L.L.B.

J. E. SHINDLE, P. S.

**L. U. NO. 68, DENVER, COLO.** *Editor:* Realizing the need for bringing to the attention

of more of the people in the labor movement the urgent necessity of being better informed on subjects vitally affecting not only the individual's every day life, but the labor movement as a whole, the first of a series of meetings was held in the Albany Hotel, October 19, in Denver, under the sponsorship of the Educational Committee of the State Federation of Labor.

Discussion was general and it was decided to report back to the progressive organizations represented, the purpose of these meetings, and to ask for a representative committee to be appointed with the original delegate as chairman. A tentative program was outlined which was received very well by the delegates, but enthusiastic response was tempered by the knowledge that full stomachs and a few bonds tend to falsely make us believe our economic position is secure. However, it was recognized that a great deal of hard and thankless work is necessary to pry the collective minds of the laboring people out of the state of inertia in which it now rests.

It was also recognized that the unions, as a whole, were in some manner and for some reason failing in doing the things for all their members that they are supposed to do and in so doing are undermining the very foundation upon which organized labor is built, namely, brotherhood.

The delegates were agreed that since so many new material things would be out after the war to make for better living and since new trends of thought are now beginning to make a definite pattern for better understanding, and if we desire worldwide peace, it is essential that we have peace with the employer, the public, and ourselves, individually and collectively.

Therefore, if labor believes it has an inherent right to leadership in civic affairs and business, it is up to the laboring class to attain a higher intellectual level. If we are to retain or command the respect to which all respectable craftsmen are entitled, the indi-

## NOTICE

Local Union No. B-32, Lima, Ohio, states that J. E. Herring, a former member of L. U. No. B-32, does not employ union members while operating as Neon Patrol, Lima, and as Herring Electric Service.

vidual man must fit himself for that cloak of respectability. There can only be one answer to this problem. That answer is education. It is not necessary that the laboring man rush home, scrub up, then go off for two or three hours, to perhaps an ill-ventilated, ill-lighted class room to listen to stuffy dry lectures. Rather these things can be brought to us in our own meetings by several means. They should be short enough not to be boring, long enough to make our meetings interesting, educational and well attended. One way to accomplish this is visual, that is by moving pictures, another means is the short lecture, say 20 to 30 minutes, by some authority on some certain subject.

Let us, above all things else, be consistent. We insist on our children attending school. What for? Wouldn't it be logical then, that the same answers would still apply to ourselves, even though we are older? What do we know of ethics, that rule and guide of conduct that leads to happy healthy living? What do we know of political science, that tells us of the political development of our country, state or county, and of laws and why, and in which we as free Americans should be extremely interested? What do we know of economics, the science that treats of the means and methods of living well and the distribution of wealth? Do we know how conduit is made and wire and lamp globes and all the things with which we work, familiarity with which is how we earn our living?

Surely our ego will not let us admit that we haven't the gray matter to grasp these things. Try tying your arm to a board for two weeks then see how well you can use it. But if our brain has been tied in our head for 20 years, don't expect it to start functioning again without a lot of effort. But there is hope. Educators tell us that with interesting studies to pursue, we can shortly gain a mental rehabilitation that will astound us, and we could attain a much broader outlook on life.

GLEN H. GILBERT, P.S.

**L. U. NO. 79, SYRACUSE, N. Y.** *Editor:* Well, here are a few lines

to tell of what has and is happening in our local. A few months ago, after 10 months of endless negotiations, our local notified the War Labor Board of our intentions to strike. This seemed our only solution after the run-around by our employers. We were promptly deluged by patriotic comments from our employers and newspaper editorials. We did not follow this resolution of strike through but rescinded it at the advice of our local and national officers. We were awarded a wage increase by the labor panel, but as the employers of the men in our local had put all of their employees on a 44-hour week with overtime pay after 40 hours, why it figured into the amount of our wage increase.

We had barely received our back wage adjustment, dating from the termination of the previous contract, when we were put back on a straight 40-hour week. This, of course, was all right with the local members as far

as the hours were concerned, but we were not so dumb as not to know we would have received a larger award if this had happened before the wage adjustment was made.

About three weeks ago representatives from the Army attended a union meeting of our local. We were shown actual war pictures after which the Army officer, also union officials, made a plea for electricians and linemen to volunteer to work on two government projects for a period of three months. We were advised that the Army had contacted our employers and that the employers had told the Army they would cooperate to the fullest of their ability. But as usual the employer put in a little clause which was they would grant a leave of absence if the man was not vital. Now we will get on the question of how vital we were to the Army. The Army informed us that if a man had passed his draft physical and was due for induction the minute he signed to go on either government project he was deferred as long as he stayed on those jobs because electricians were needed more on these projects than in the armed forces. He said he knew that the most of the volunteers would be over the draft age and that it would result in their regular family life being changed, but he was confident we would come through. Well, we did, only to hear our employers tell the Army we were all vital. Yes, so vital they could easily cut us down to a shorter work week to save overtime pay without impairing public service. Yes, money was more vital to them than it was to save lives by helping in a needed war effort. These are the same employers who did all the flag waving during our strike petition.

The only man this writer has knowledge of going on one of the projects was Mr. Tom Berrigan, our past president. He was retired by our employers because of his age. He could have kept on working for the company but he preferred to take his pension and do his bit where he thought his skill was more needed. I am sure this showed who had the most patriotism.

Our employers, like a lot of big corporations, are indulging in their war of nerves, which I think Hitler stole from them. The idea is that any grievances to be settled must be drawn out so that they will eventually pile up, causing the aggrieved employee to wonder if he got lost in the shuffle and to beef to his steward. But a good union Brother knows the score and waits patiently. I believe some employers should learn the meaning of faith. They seemed to think it only works one way, which is, that the union should keep it while they throw faith out the windows. There should be a mutual feeling of faith between the employees, employers and the public.

Maybe the employers should take thought of that person in fiction, a Dr. Frankenstein, that they do not create a similar monster with the same dire results.

CHARLES K. BLOUNT, P. S.

**L. U. NO. 80, NORFOLK, VA.** *Editor:* I regret very much that it is necessary for me

to report the death of one of our Brothers. Brother Dowdy accidentally fell through the hold of a ship and was killed outright. He was employed by the Virginia-Carolina Electrical Works on a job in the Navy Yard.

Brothers—Look out for the "inner force." Its members are working hard for a reduction of wages in our local ship work. Our scale must be maintained—EH?

Now that we are in the midst of a heated national political campaign why cannot we lay aside our local petty (or is it petty?) bickering. There seems to be a force trying to upset our organization. Why should we let anyone enter and cause personal animosity.

We should be stronger than ever before instead of letting some unseen force cause disruption and personal hatred among us. 'Tis better to say nothing than to "rap" this or that guy for something that looks big only through a microscopic eye. Let us look for and correct our own faults before we begin to criticize those around us.

The time is just about "right" for another get-together like the one we held at the Pythians Castle last summer. Everyone enjoyed that I believe. I'm looking forward to another of these parties soon.

Think I'd better say—That's enough from the "Lap-over" (where Virginia laps over into Carolina).

E. A. McCULLOUGH, P. S.

*Editor:* Just a word of warning to the American people. Some of us are far too optimistic concerning this war. The majority of people seem to have the erroneous idea that the fighting is practically over, and are prematurely making preparations for peace times, completely overlooking the fact that the Japs have been fighting for 2,500 years, and our nation is little better than 400 years old.

Brothers—Don't underestimate these little people! When a fighter is down, he is not necessarily out! More often than not, he comes back for a final "clean-up," so—

I am appealing to our Brothers of the I. B. E. W., not to leave a job until it is finished. Our Brothers over there are not quitting a job half done, merely because they have a grudge against the corporal or the sergeant. They, in turn, are the same as your foreman or your superintendent.

Think it over before quitting. You may delay ships from sailing, or you may be grounding planes, and in a hundred other ways, curtail our war effort.

As the old saying goes, "Count ten before speaking." In other words, THINK, before you quit! Consider the time it takes in changing jobs, hours lost, expenses involved, possible new and fresh difficulties encountered.

Don't take my word for it, ask Brother Wegener, he has been there.

J. C. RUSSELL, B. M.

L. U. NO. 98,  
PHILADELPHIA,  
PA.

*Editor:* The International Office has done a good sales job on the

membership of Local No. 98 with regard to the electronics school and with the result that a good part of the local all wish to attend a class in electronics at the same time, which necessitated the officers of Local No. 98 to seek means of establishing such a class. Temple University, with the help of the War Training Administration, has given us that opportunity free of charge, and is now running five classes for the members of Local No. 98, with a total of approximately 140 members.

Incidentally, we have made this set-up known to the various local unions in this locality and their interest is also evidenced by the fact that a representative from Temple University has appointments with three of them to register those of their membership who are interested.

It is encouraging to the officers and the Electrical Educational Committee of Local No. 98 to see so much enthusiasm evidenced in electrical education and realize it can only augur well for the I. B. E. W. generally.

L. U. No. 98 is still in need of a great number of marine electricians.

FRED GRAEF, P. S.

L. U. NO. 103,  
BOSTON, MASS.

*Editor:* Local Union No. 103 is very proud to re-

port that our very capable financial secretary, William J. Doyle, was reelected by acclamation to the office of president of the Massachusetts State Branch, A. F. of L., at the annual convention held in the city of Springfield, August 7 to 11, 1944.

The attention of the boys and girls of the I. B. E. W. is called to the fact that in our last article we predicted that his election was to be expected, and why not?

"Bill," as he is more commonly called, has been president these last three years, and all of us must agree that those years have been most trying in the history of labor in this great commonwealth. Bill has been called upon countless numbers of times to speak before many and varied types of organizations, and has acquitted himself most nobly on all occasions. Manpower commissions—WPB—WLB, and in fact all Government agencies, have many times invited Bill to express an opinion on a matter of great importance to the common good of our state and nation.

We would like to point out that the committee in charge of his campaign comprised

President Jack Queeney, chairman; Bill Horneman, Ed. C. Carroll, Joe Slattery and International Vice President Jack Regan. Well, Bill, the officers and members of Local 103 wish for you great success in the years to come. The members of Local 103 have again been signally honored by your reelection to the highest office within the gift of labor in the Commonwealth of Massachusetts.

We seem to think that when Local 103 opened electrical schools in cooperation with the School Committee of Boston many years ago, we were one of the first locals in the country to see the need for further education of our members with regard to the electrical industry. Local No. 103 has completed arrangements to open two classes in the field of electronics. These classes are to be held two evenings each week, three hours per evening. One class will meet at Boston Teachers' College, the other at Northeastern University.

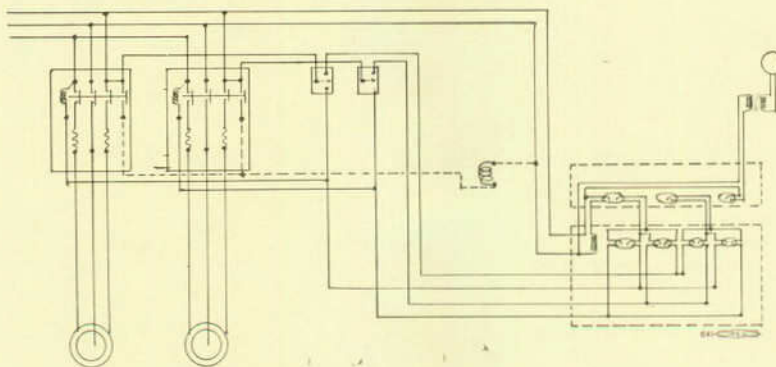
The officers have given considerable time in order to get these classes in motion. Bill Sheehan, our genial recording secretary, and, incidentally one of the leading electrical teachers in the Boston schools, presented an hour's talk on the need for such education

## Can You Do It?

Twenty-nine solutions to Brother Robert Speakman's problem had been received by the time we went to press.

Brother R. E. Smart of L. U. No. 652, El Reno, Oklahoma, lived up to his name by being the first to submit a correct answer with Brother H. F. Woodside of L. U. No. 331 of Rocky Mount, North Carolina, and Brother Frank M. Tosi of L. U. No. 134, Chicago, running a close second and third.

Answer to last month's problem:



To make solenoid valve open when either pump starts, connect as shown by dotted lines.

Our "Can You Do It?" for this month comes from away down south. It was sent to us from Brother B. Campos of L. U. No. 130 of New Orleans, Louisiana. He says:

"Here is a hook-up which I ran up against recently and which had me and several others stumped for a while.

"The circuits are on a gantry crane. Immediately under the revolving cab is a light circuit. Down on the gantry legs are four push-button stations single-pole to control a warning bell in the cab. Just outside the revolving cab window is a horn. These are to be fed from two three-wire cables, one three-wire going down below to the lights and push-button stations and one three-wire cable going to the bell and horn—the horn to be controlled by a separate switch independent of the bell switches. The lights are to be on one circuit switch in the switch panel and the bell and horn on another. The panel is energized from a 440/115 V single-phase transformer ungrounded."

Can You Do It?

at the last union meeting in September, and urged our members to take advantage of the opportunity at hand.

We now have 104 men attending Boston Teachers' College and 25 men at North-eastern University. We are convinced that we are starting on the high road to still greater success in our chosen field of endeavor.

All good wishes.

HENRY J. HURFORD, P. S.

**L. U. NO 108,  
TAMPA, FLA.**

*Editor: I missed sending you several letters lately. An*

extended vacation trip home to New Jersey, after 20 years' absence, is to blame.

On my return I stopped over in Washington where I had an interesting visit at our International Office with Brother McIntyre. Unfortunately for me, Brother Brown and Brother Bugniazet were out of town at the time.

Returning to the Sunshine State, I found our local had been making considerable progress (as usual).

We have been seriously considering building our own home as soon as materials are released, if we can find a suitable piece of property at a reasonable price. In the meantime we might decide to buy instead.

We have also launched a mutual death benefit plan, whereby any member of this local, or a visiting member working in this jurisdiction, may enroll therein. Upon the death of a participant, the beneficiaries are paid a sum in dollars equal to the number of members therein, and an assessment of one dollar is levied each plan member. This special fund will be administered by our president, financial secretary, and treasurer as trustees. This plan provides for immediate cash, just when it is needed most, and eliminates the necessity of "hat-passing." We expect to get many subscribers to this plan.

We are still doing a good job building ships, but we believe building trade work has left us flat for the duration. A number of our Brothers under the protective wing of Jimmy Moore are working at Clinton, Tennessee, but we expect some of them back home as soon as the cold weather gets busy up there.

I am sending my personal regards to Brother Hunter of Local No. 52, Newark, New Jersey, whom I had the pleasure of visiting while there this summer.

I'm leaving the best news until last. After years and years of wishful thinking our business manager, Al Lipford, has finally signed up our power company here, the Tampa Electric Company.

We hope the next good news we send you will be the defeat of the Anti-Closed Shop Amendment to be voted on in this state in November. We are already at work on this and are expecting good results.

CHARLES A. SCHULTZ, P. S.

**L. U. NO. 124,  
KANSAS CITY,  
MO.**

*Editor: So the press secretaries have had a month's vacation—and the*

readers, too. Do we hear a motion to give the P. S.'s a permanent vacation? Don't shout. Just hands, please. Ah, we see the hands of some correspondents also. Well, maybe they haven't as grand a bunch to write for as we have. For several years, Local 124 has allowed us free rein, without criticism or complaint, to follow whatever path our fancy chose. Sometimes, after reading a column of banalities and opinionated tripe we've written, and we've decided to chuck the whole thing, somebody, like Art Erickson, or Don Murphy, or Fred Goldsmith, or Andy Harvey, pats us on the shoulder and says, "Nice piece, Marshall." Touche! We'd be a heel, if we didn't meet the next deadline!

## ★ ★ ★ ★ ★ ★ ★ A Touch of Home

Local Union No. B-11 of Los Angeles, California, is performing an exemplary and unique service to our men of the armed forces out in their part of the country and we are taking this means of letting all our members know about it so they may take advantage of a splendid service offered by our Brothers.

As we are all aware, there are many hospitals in the Southern California area to which our men, sick and wounded, are being returned from overseas. L. U. No. B-11 has set up a Rehabilitation Committee to aid these boys in every way possible. All I. B. E. W. members having servicemen relatives and friends confined in any of these hospitals are urged to get in touch with Brother W. D. Johnson, Rehabilitation Committee, L. U. No. B-11, I. B. E. W., 1669 East Anaheim, Wilmington, California. These boys will be visited by members of L. U. No. 11 and their wives and everything possible for their comfort and convenience during hospitalization will be done for them.

Every month dozens of radios are being donated by various individuals (if you have one, L. U. No. B-11 will be very glad to get it) and are distributed throughout the 41 government hospitals in the Southern California district. These are a great source of happiness to hundreds of injured lads. Most of the hospitals are sorely in need of recreational equipment and facilities, and a radio probably provides more entertainment than any other one item could supply.

L. U. No. 11 is doing a splendid service, too, in assisting discharged patients to again take their place in civilian life. Men whose paychecks may have been held up for one reason or another are given financial assistance and are placed in jobs where work in that area is desired. Vocational training is given in cases where the nature of the serviceman's injuries make it impossible for him to continue his former occupation.

C. A. Rector is chairman of this remarkable Rehabilitation Committee and the following members of the Ladies Auxiliary Committee of L. U. No. B-11 are active in the work: Mabel Bailey, Elsa Maxwell, Fern Hardy and Grace Maxwell.

By the time this communication reaches you, the election results will be familiar history. At this writing (October 25) there is a margin of doubt. A slim margin, we hope, but an election is never in the bag until the ballots are all counted. Concurrently, the fate of the Missouri Valley Authority will have been decided. This project, vitally important to postwar prosperity in the mid-western region, has the enthusiastic endorsement of the present Administration, but is frankly opposed by representatives of the other party. The plan has so many points in its favor—outstanding of which is the creation of thousands of new jobs at a time when our returning service men will make new jobs a "must"—that the only argument its opponents can muster is that it will put "Government in business." Hooley! Pure

hooley! The real wasp up their pants-leg is that it will reduce electric power rates in the eight states adjacent, and thus reduce the inflated earnings of the opponent's sponsors, the power trust.

Times are getting back to normal here, with 40-hour-per-week jobs in the majority; and the older members are glad of it. Emil Finger, who reaches the retirement age next year, is one of them. Brother Finger says he is going down to his place in the Ozarks and spend the winter in front of his fireplace. You'd love that fireplace, or would have, if you had seen it before he modernized it. It was a regular old Santa Claus fireplace with a wide, time-blackened mouth and a generous mantel, roughened by the pin-pricks of countless Christmas stockings. The hearth was a broad slab of soapstone that Emil could knock the heel of his pipe out on and no questions asked. Many a winter evening he had spent there in comfort, while the oak and hickory logs snapped and crackled in the great fireplace. A couple of years ago he modernized it—clean fire-brick, shiny yellow tile, new mantel; he even installed a decorous cuspidor for pipe ashes. It was bright and pretty when he finished; kept the room warmer, too. But somehow it had lost the Santa Claus look. Finger still enjoys his fireplace, his toddy and his pipe, but he'll tell you he wishes he'd left the fireplace as it was.

MARSHALL LEAVITT, P. S.

**L. U. NO. 185,  
HELENA, MONT.**

*Editor: A Delegate's Report to his Union—Subject—*

*The First Montana Labor Institute on Labor—Today and Tomorrow, Held in Missoula, Montana, August 3, 4, and 5, 1944.*

Your delegate did not make many notes and as in all such matters you must realize that you see it through his eyes and subject to some error in interpretation and misquotation. When dozens of men speak many times in a short period of time it would take a court reporter to handle it accurately. However, hang on—here we go!

The institute was opened at 9 A. M., August 3, 1944. Registration, etc., started in a normal-sized room with a horseshoe table, but before noon the room was overflowing and later meetings were held in an auditorium. One hundred and twenty-six delegates and visitors registered and attended. Present were members of the Congress of Industrial Organizations, Farmers Union, business, clergy and members of the Montana State Federation and associated A. F. of L. unions. It was conducted by the Montana State Federation of Labor in cooperation with the Workers Education Bureau of America and the Montana State University.

Chairman S. H. Rivin gave an outline, a welcome and introduced President James Graham of the Montana State Federation who welcomed the delegates and friends.

Dean Walter Anderson, Director of the summer sessions, welcomed all and outlined the many courtesies available that were extended.

The first speaker was Mr. C. J. Simpson of Seattle, Washington, representing the National Labor Bureau, a private organization, formerly known as The Pacific Coast Labor Bureau. His talk outlined collective bargaining procedures. He defined negotiation, conciliation, mediation and arbitration as well as the laws effective up to the start of the war and the directives necessary since. He mentioned the Government set-up of the Wagner Act, the Wage and Hour Act, the National War Labor Board, Non-ferrous Metal Commission, West Coast Lumber Commission, etc.

He carefully outlined the application facts

or rules of the Little Steel Formula, saying:  
1st. Fifteen per cent increase was allowable in negotiations on the basis of the cost of living increase since January, 1941. This is based on straight time wages.

2nd. Adjustments could be made on sub-standard of living wages. (That the recommended minimum wage for Montana in this case was 50 cents an hour and when agreeable to both parties can be obtained with very little if any opposition.)

3rd. Wage inequalities—Adjustments possible sometimes when one group receives an increase to the total disregard of the others, etc.

4th. Adjustments can be made if necessary for effective prosecution of the war.

The last case is of doubtful value as thousands of cases were filed attempting to take advantage of this and only 85 cases received adjustment on this basis.

Mr. Simpson stressed collective bargaining and the often even necessary right to strike and the corporation side such as lock-out, etc.

Mr. Simpson's time was all too short; he was late because of transportation difficulty, etc. However, it is apparent the professional services of the bureau he represents may be purchased to assist in negotiations, etc.

As there were several switches and substitutes in speakers plus occasional chair scraping some of the names were missed. However, the speakers under "Labor's Contribution to the War Effort"—mentioned industries' big sit-down strike when war was declared after the Pearl Harbor attack; industries refusal to work until they received their 10 per cent cost plus contracts, etc.

All speakers felt labor had made the greatest and most unselfish contributions. In the War Bond sales 90 per cent was subscribed by wage earners with less than 5,000 dollars annual income. During all the discussion it was an apparent fact that by and large labor had neither faltered nor fell down.

There was considerable criticism of the "kept press," its errors of commission, omission and distortion.

Under "Labor as Others View Us," Reverend Walter F. Walbrecht of Missoula was assigned the topic of viewing labor from the viewpoint of the clergy, and almost stole the show. He found it difficult to view labor from the clerical angle because he was a laborer in the vineyard of his Master. He called attention to the fact that the clergy was being bombarded with propaganda of the National Manufacturers Association, etc. He could not imagine how it could be assumed he was a capitalist when it was possible for him to audit his assets from one pocket.

Mr. Oakley Coffee of Missoula presented "How Business Looks at Labor." He mentioned the faults of labor and industry—the lack of reasonableness at times by both labor and management in refusing to sit down and try understanding each other's viewpoint and thus arrive at a respectful understanding.

Mrs. Mildred K. Stoltz, educational director of the Farmers Union, as usual took off the gloves. She spoke regarding the abuses of capital to the farmer, laborer and general public and its complete indifference to the common people.

Mr. Tom Davis, representing the professional man's viewpoint, spoke. He thought that labor was in the saddle and should be careful. (Note: This point was not agreed to by the multitude. They felt that labor was to say the least, one of the horses being ridden.)

Mr. Davis favored shorter hours, better



## Life Blood For Fellow Men



Members of L. U. No. 561 of Montreal, Quebec, Canada, have every reason to be proud of their Brother E. Gray who is shown here making his 16th blood donation to the Canadian Red Cross Blood Bank for the fighting men overseas. This life-giving blood is essential "over there" and Brother Gray has given two gallons of his to give some boy or boys fighting for us all, a chance to come home again.

Brother Gray is chairman of the Red Cross Blood Donor Enrollment Committee of the Canadian National Railways Montreal shops. This group under his direction has contributed to date, 2,347 donations of blood. He is also the founder of the C. N. R. Montreal Blood Donor Association which provides blood transfusions gratis for fellow employees and their families. This group has given 130 donations to date. Brother Gray, himself, has given 52 donations to this and other hospital banks.

Early this summer Brother Gray was presented with the Royal Netherlands Government Silver Fleet Medal as a tribute to his "outstanding activity in the interest of the Allied cause."

working conditions, etc. As past international president of the rotarians he last year visited 26 countries and mentioned an experience, which disgusted him on one occasion. It seems he stayed at an U. S. Ambassador's home and this worthy pointed with pride that he paid the native maid only three dollars a month or about 10 cents a day and then complained that she occasionally stole food. Mr. Davis was on the whole sympathetic. He comes from a worker's family and worked very hard for his education. He paid tribute to James Graham for his integrity and work with local labor in general.

Rev. J. J. O'Connor spoke outlining that he favored organization of all of labor and all of industry with the handling of disputes through mediation and arbitration, the Government acting when necessary with lawful authority on rules.

(To be continued next month)

W. L. HALPINE, P. S.

L. U. NO. 193,  
SPRINGFIELD,  
ILL.

Editor: Another month has rolled around and believe me, it was

plenty hot, too. Work has picked up some here. Local contractors are asking for men and the Allis-Chalmers addition is placing a few home guards, calling them in from out of town. We still have quite a few working in Decatur. By the time you read this no doubt all of our traveling brothers will be home again and saving the wear and tear on the family car.

Now would be a good time to check up on your income tax report that we all filed in April. Will the De Ducks balance your tax or will you have to mail Uncle Sam a sizable check by December 31st, as your income tax must be paid currently. That means on December 15 you may file an amended form correcting your errors and bringing the report to date. Be sure to remit the balance you owe by December 31, 1944.

Brother Thomas Wilman has resigned as Business Manager to accept other employment, and Brother Karl Bitschenauer has been appointed by the board to fill out the balance of his term.

Don't do anything to prolong the war, as we wish to start the postwar work about January 1. It is already started on paper. Let's start it on the ground in 1945.

H. H. WEAVER, P. S.

L. U. NO. 212,  
CINCINNATI,  
OHIO

Editor: Today was a beautiful fall day. The trees dressed up in their

fall colors are of never-ending interest to a lover of nature. This reminds us that the present year is fast coming to an end, and we pause to reflect on the passing parade.

The War in Europe is fast approaching a showdown and should be over early in the new year. The Pacific War goes well for us. We deplore the loss of so many of our fine young men and pray that our leaders may find the wisdom to fashion a lasting peace so that the people of the world may have an opportunity to accept "peace" as a normal way of life.

Local 212 has a good percentage of its members in the armed service of our country. We hope and pray that they may all return safely. The local is proud of these boys and it is always an "occasion" when they visit at our meetings.

I have been thinking what a fine thing Nick Carter of No. 212 started with his "Can You Do It" in the WORKER.

I've also been reflecting on how nice it would be to have a vacation with pay. In reading the WORKER, I find that L. U. No. 98 of Philadelphia, Pennsylvania, has a very practical plan worked out to this end. I suggest that the members read L. U. No. 98's article in the September issue of the WORKER.

I would like to see the I. O. follow the idea of L. U. No. 434 of Douglas, Arizona, and foster a program of education for our members through motion pictures and other means.

Work in this area is holding up fairly well. Nothing exciting—just everyone working along doing his bit to help get this war over and hoping we can soon return to work on those things that add to the sum total of the betterment of mankind and not its destruction.

VICTOR J. FEINAUER, P. S.

L. U. NO. 245,  
TOLEDO,  
OHIO

Editor: Toledo Local 245 is still in the running and going strong after

getting its second wind. News is scarce, for the members do not send in the items. More of them go to the local meetings to hear

the news and views up to date, so that is some gain. Most of the members have heard of the attempt of the C. I. O. to raid the Toledo Edison Company property and the I. B. E. W. local. Too many are trying to ignore the subversive attack in hopes that it will die aborning. If the REAL members of Local 245 will talk about the true issue one half as much as the pseudo members, then the truths and facts so adroitly hidden would soon become apparent. The Toledo labor paper is doing some fine editorial work along these lines and if you can't read after dark, ask friend wife to wise you up on present conditions, for she no doubt reads the labor news.

The Toledo Edison Square Club has a busy winter outlined for it. Sam Burkovitz was a recent victim and Crandal, Kieran and Taylor are slated for a GOAT ride in the near future.

Joe Ballog is back at work again. Joe lost an argument with a large turbine bolt as to the right of way and the sawbones called time out for him. Dad Weltie now wears a more permanent smile, for the boys are back home for a while after some very severe fighting in the far corners of the earth in the services of U. S. and Company.

Harry Miller is seeing much of the world shore lines. Being in the destroyer escort group means that they "do places and go things" anywhere on the seven seas.

Who has news about Pete McKay of Acme, now flight officer??? Vacations are over for all but the hunters and football is the big noise now. I don't think I like football very well this year, for my team is losing too many games.

If the Edison Club can get the BIRDS they will have another feather party as of last year. The activities committee has a very busy schedule planned for the coming season. Bill Salbers is chasing the elusive stray currents that are eating pipe and cable over in East Toledo but he still finds time to put in some GOOD licks for the club.

No more news; not much cooking, just sitting on the lid.

D. D. DeTrow, P. S.

#### L. U. NO. 295, LITTLE ROCK, ARK.

may seem selfish. However, it contains information that I know could not be had otherwise. Being a member of this local off and on for the past 30 years and never having the pleasure of reading anything in the WORKER regarding Two-Nine-Five, here goes.

Between the years 1922-39, this local was dormant. Soon after World War I, the open shop movement started. Everyone knows how that was handled—we lost the contracts we had with the contractors and power company. Time passed, the membership dropped to three or four members. These paid the dues of some of the less fortunate Brothers in order to hold the charter. In the year 1939, this group decided the time was right to try to get the inside men back. In this we had good luck, and a contract.

Next on the program were the power and light group and here, too, luck was good! We got the rights to bargain for the whole state, on these properties and in this work we had the very pleasant cooperation of Brothers W. L. Ingram, international vice president, and C. R. Carl, international representative.

From 1939 to the outbreak of the present war, wage rates and working conditions improved, but not enough to man the jobs handed to the local (five large and two or three small projects). Rates were got, jobs

were all completed on time. The local has the maintenance crews of these plants.

We have just completed a new contract with the inside contractors, bringing their rates up to those had on large jobs, and obtaining better conditions. Have taken in a new group of power and light men. There is still plenty of work to do on these properties, but the relationship with the company is good. It is just a case of selling the men that do not belong, as they have to come in as a division—one more to get.

Labor in this state has felt the whip held by one Senator Pappy O'Daniels of Texas, having an amendment to come before the voters in November election, that will keep anyone from signing a closed shop contract, talking, thinking, etc., about unionism. In the primary, this group had elected every man on the ticket for state senate, so here also we have a fight. This local is right in the middle of it, doing its best.

Things look bright for the postwar period. There is quite a bit of work being planned for this and the local has been active in this also.

FRANK H. BEALE,  
President.

#### L. U. NO. 305, FORT WAYNE, IND.

looked at me and, with a wild sort of look in his eye, he up and said, "You are a reporter—and it's your duty to write a column or so for the JOURNAL."

So, just like that—which is about as fast as rural electrification makes electricians—I'm supposed to be a reporter! Now, I've never had much use or regard for newspapers, but I do appreciate Jess' judgment in appointing me. Yes sir, I have to give credit where credit is due. Jess knows I'm smarter than he is. I went into the fourth grade and he had to say in the third. If the school board had been able to get bigger seats we would have still been carrying on, but we outgrew the little ones.

So, if you "wire-jerkers" become bored while reading this, don't blame me—send your squawks to the stern-faced old battle-axe who swings a heavy gavel mentioned above. Conditions in our jurisdiction are about normal, or maybe I should say, "general." A

Editor: At our regular meeting on August 21, President Jess Detwiler

number of local boys are out of town working on defense jobs and the rest of 'em are staying home petee-dinkin' around for the local contractors.

The big event of the year was on September 16 when the Indiana State Building Trades Council and the Indiana State Federation of Labor held their annual convention in our fair city.

Locals 305 and 723 combined their efforts in entertaining the visiting delegates. We forgot all about "points" and "rationing" and threw a big feed, which was followed by a shin-dig an' floor show. Boy, what a night! There must have been over 600 persons present. About 400 of 'em were I. B. E. W. members; the rest represented various crafts and evidently they thought it was a "lend-lease" affair.

But, when or where has an I. B. E. W. local ever been so unhospitable as to squawk about or to contest a bill for "beverages? Well, we didn't, we up and gave our business manager, Bill Avery, a vote of thanks. Our sincere wish is that they had a good time, and as for those who were not present, please drop in any time.

And, now, for a personal word to my readers. Don't become impatient while reading my "article" and start a deluge of protests to "Ol' Heavy Gavel," 'cause you will please note I said "article," the same being singular, not plural. The secret is, my job here will be completed within several weeks, and then I intend to migrate. What a joke on poor Jess! And, woe an' alas to you poor readers should he decide to do this reportin' business himself! ! !

CHARLES O. SMITH, P. S.

#### L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor: Re: Medical Economics as Applied to Union Labor Cooperative

This month our committee is investigating the possibility of uniting with East Side affiliated A. F. of L. locals in a voluntary medical service cooperative. We have around 17,000 A. F. of L. members on this side and believe we could get a sizable medical pre-paid service group out of those affiliated Brothers, and ourselves—Local B-309, East St. Louis.

Our investigation up to now has taught us a lot and we have lots more to learn. Dr. Kingsley Roberts, of Medical Administration Service, Inc., New York, N. Y., has given us invaluable aid and he has sent us a pamphlet written by Helen Hershfield Avnet, wherein the author has compiled a very thorough study on the history of voluntary medical insurance. The pamphlet's title is: "Voluntary Medical Insurance In The United States: Major Trends and Current Problems."

Any union labor group doing a like investigation on this subject will do well to read Helen Avnet's work. For instance, comparative data is given on the aspects of medical insurance as this kind of health and medical economics has progressed over a period of nearly 100 years.

The movement started to furnish service to employees of isolated industries such as mines, railroads, and lumber mills. Doctor and medical service was furnished usually by pay roll deduction.

Services have usually assumed one of three forms:

1. Cash benefits to compensate the insured for loss of earnings while indisposed.
2. Indemnity, medical expense indemnity, or medical reimbursement.
3. "Prepared medical care" or medical service insurance.

Evolution has usually started with the first and wound up with the last as the ulti-



SERVICE BUTTON

Unusually beautiful specimen, gold-filled, white background, flags in color, blue bar, size 9/16 x 11/16; same size of standard I. B. E. W. emblem \$1.75

mate goal and satisfactory plan. Failure and success of each plan and group is carefully analyzed.

We were agreeably surprised to learn that the A. F. of L. has been very active in pushing prepaid medical insurance particularly since 1938. It also has gone on record as backing Wagner's Bill, S-1161, on compulsory health insurance as the next progressive step to greater social security. Failure of Congress to pass this bill has not deterred union labor on its drive on medical economics and social security's behalf.

Although the Medical Administration Service, Inc., prefers group practice by the recommendation of the reports of the "Committee on Costs of Medical Care"—Study 1 (1927-32)—they also describe successful plans using individual doctors.

Some plans described are:

**Roos Loos Clinic**—of Los Angeles, Calif. A group of co-op doctors who give service to 27,000 Los Angeles Water and Power Company employees. Very successful, established valuable precedents, cost per person \$31.20 a year. Some services excluded—75,000 dependents excluded from prepayments plan but given coverage on reduced fee for service basis.

**Group Health Association**—of Washington, D. C. A consumer's co-op of 9,000 government employees, which entered the hall of fame by being the test case won by the government against the AMA, charged with practicing monopoly. Group somewhat successful but hasn't reached fullest stage yet. Adult \$24, child \$12, family \$84. Some services excluded.

**Farmer's Union Co-op Hospital Association**—Elk City, Okla. This is a sturdy successful co-op, enjoying mostly preventive care. The famous Dr. Shadid, author of "A Doctor for the People," who fought early rounds with the AMA and finally won, is the originator and beloved leader. 10,000 members. Individual \$12.00, husband and wife \$18.00, family \$25.00, fee \$12.00.

**The Kaiser plans**—two in California and one in Vancouver, Wash. These plans sprung into existence during war. The Kaiser plans patterned from the Roos-Loos idea of group doctors supported by large blocks of employees. A pay roll deduction is made. Same cost as Roos-Loos—\$31.20. 34,000 persons (Northern Permanent Foundation, Vancouver, Wash.). Some exclusions made.

**Stamocola Employees Medical and Hospital Association**—Another industrial plan, Stamocola Plant, Baton Rouge, La. White employees only. Most complete medical service of any compared. 15,000 persons (white employees and dependents). \$26 per family plus assessments to \$9.00.

Thus from these plans \$31.20 per year seems to be the figure arrived at for employed persons only (not dependents) by trial and error. This does not include hospitalization or other extras outside of medical service. Plans using a sound financial basis seem to have more success.

Opposition is from commercial insurance groups and A. M. A. But both are jockeying about a bit to bar out compulsory health and medical insurance laws, so now are sponsoring their own health and medical insurance plans.

Yes, we are indeed learning. But you will hear more—Oh yez!

RUSSELL G. IDLE, P. S.

L. U. NO. 349,  
MIAMI, FLA.

*Editor:* The members of L. U. No. 349 were grieved to learn of the untimely death of Harvey Foulks, Jr. We were informed it was due to an industrial accident. Having last heard from Harvey in Iran, the nature of his work no doubt was of much importance.

His 20-some odd years in the I. B. E. W., and unusually broad field of electrical experience and capabilities, for a man around 45 years, is a loss to the trade and his friends which is beyond estimation.

We extend our deepest sympathy to his family.

Miami dodged another hurricane. We can consider ourselves very fortunate because if a hurricane ever begins to scatter all of the rope and crockery (Romex and porcelain boxes) that have been installed here in the past three years (some by Chick Maley) somebody will surely get injured, as it will be impossible to dodge all of it.

Speaking of rope (Romex) I often wonder if it wouldn't be worth while for some of our electrical contractors to import one of those Hindu magicians to teach us that old rope-climbing trick—would save time and many ladders—open for ideas.

Pleasant surprise to see Lee Killian's name signed to the last correspondence from St. Louis. Well, old pal, it made me think of the time back when you and Charley Muckler and myself, having Jim Morrell for our foreman, worked on the first part of University City High School. Remember the ditch you and I dug which looked so much like the Panama Canal? Only difference was ours had frost in it! Wasn't that Jim's boy, Ralph, who used to drive the shop truck? Our boys who were there to help on the small arms job, all have a warm spot in their hearts for St. Louis and the wonderful hospitality received.

I want to take this opportunity to apologize to our friend and neighbor, Jim Jilbert, at Fort Lauderdale L. U. 728. From your recent article in the WORKER, I must have rubbed the fur the wrong way. It was not written with any thought of trying to tell you how to run the affairs of 728, for I know that you are very capable, and our men who have worked with you in 728 speak highly of you, and the way you do things. Am relieved to know that you do know exactly what the rate of pay is in Miami per week on horse and dog tracks.

Stanley Levitz, one of our new members, recently underwent an operation, and is now at home and gaining strength. He has been advised that it will be necessary to return to the hospital as another operation is necessary. Good luck, Stanley.

Art Wessels, one of our Seabees, is back with us having received a medical discharge.

All of the members of 349 wish at this time to extend their best wishes for a Merry

Christmas and a Happy New Year to our men in the service; their wives and families and our traveling members, and the entire I. B. E. W.

R. C. TINDELL, P. S.

L. U. NO. 353,  
TORONTO, ONT.

*Editor:* This month I just feel called upon to burst into a little poetry:

*"And they asked me how I did it  
So I gave 'em the scripture text—  
'You keep your light so shining,  
A little in front o' the next!"*

*"They copied all they could follow,  
But they couldn't copy my mind,  
And I left 'em sweating and stealing  
A year and a half behind."*

KIPLING.

When Local Union 353 received word of the plans made by the International Office to form a class in electronics at Milwaukee, our executives immediately sat down to give this matter their undivided attention.

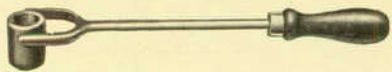
Their first reaction was of pride—pride and satisfaction that the International Office intended to make available to all local unions the facilities of industrial and educational organizations so that the members of these local unions might improve their knowledge and thus keep abreast of the vast strides made by this newcomer to industry.

Our problem in Canada, aside from the financial conditions and governmental edicts on exchange matters, is one of area. In the east we have the industrial section, not as compact as the industrial sections of the United States but still the place in Canada where the majority of electricians are employed and served by many small local unions. To the north are the mines and mills operated by some of the greatest combines in the world which makes organization a herculean task and so keeps the few locals that are there battling for existence. The central portion of Canada is made up of the wide open spaces and, while the welfare of electricians in this section is ably cared for by such energetic locals as Winnipeg, Calgary and Moose Jaw, etc., I don't suppose their funds permit them to do much more than pay current expenses. Then we jump to the west coast and the largest local union in Canada, Vancouver, Local Union No. B-213. Vancouver's problems in taking advantage of this electronics course are possibly the same as ours, that is, while we are obtaining the best of tuition free, transportation and salary items are a big factor—big in the sense, that to pay one man's expenses to Milwaukee to educate him as a teacher for those at home and, then have sickness or employment conditions take him to other parts when he returned home, stop any arrangements his home local might have made for him to teach.

Rather than let the matter drop, after the International Office had put so much effort and time into this worthwhile venture, Local 353 decided to obtain the services of a qualified instructor, purchase the books, film and manuals that will be used by our Brothers across the line and form a class in Toronto. To say we were successful would be putting it mildly. To date over 30 per cent of our membership has signed for this instruction under Professor Cass-Beggs, electrical engineer, lecturer and exponent of the working man's philosophy and on the staff of the University of Toronto.

Professor Cass-Beggs must be impressed with the foresight of the I. B. E. W. in endeavoring to keep abreast of present-day conditions and leave behind the old thumb-invest bullying labor representative because I wouldn't be surprised if Business Manager



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Shaw showed up some night with an application for membership from the professor.

Speaking of Brother Shaw, our organization thanks him and the investigating committee composed of Jimmy Wiggins, George Campbell and Bob Gardiner for their part in making the arrangements for this class.

Once again our appreciation to the International Office in showing the way for our membership to give something in return to the industry that we hope will supply us with an even better living in the future than in the past.

To quote Kipling again, "And I left 'em sweating and stealing a year and a half behind."

JACK NUTLAND, P. S.

**L. U. NO. 429  
NASHVILLE,  
TENN.**

*Editor:* Wartime news has crowded most of the local news off the front

pages of the press, but the news of Business Manager T. P. Loftis' resignation from No. B-429 came as a buzz bomb to most of us. Manager Loftis has been called by International President Ed. J. Brown to aid Brother Gordon Freeman at the Tennessee Valley Authority.

Brother Loftis was elected business manager of Local No. B-429 in 1936 and to his untiring efforts in behalf of our organization credit must be given for a large share of our success. He is well known in every branch of the building trade not only in Nashville, but throughout the entire South. He is personally known to the majority of I. B. E. W. business managers of the nation, and is also known and respected by every worthwhile contractor who has operated in or near our jurisdiction.

The officers and members of Local No. B-429 will miss you Brother Loftis and to you go our heartiest thanks and appreciation for a job well done. We cannot help but feel that our loss is the International's gain. Good luck Ted and our best wishes. In saying goodbye to our Business Manager we turn and say, "Welcome and greetings to the new manager, Brother Duell Wright."

We express the feelings of the entire local that Brother Wright will serve out the term as business manager in a most capable manner and continue to look after our best interests. Let's all support the new manager and cooperate with him in every way possible.

Due to an increase in the building program of some of our defense plants in and near Nashville, our local has all members working. This is a healthy condition for any local and we sincerely believe there will be a substantial increase in the building field in the near future. Nashville now has definite plans for many civic improvements as well as other large business structures. We feel that our members will be kept busy most of the winter months ahead and on into the spring.

Our boys in the service write us interesting letters. Some are overseas, some in

camp, and others in Army or Navy training schools. Our very good friend and Brother, Paul Pyle was in to say hello, having just gotten out of the Naval hospital at Yukon, Florida. Brother Pyle is in school at this point. Any of you Brothers working in Florida please try to get over to see Paul. He says he will show you how to catch the big ones if you come to see him.

B. K. WILLIAMSON, P. S.

**L. U. NO. 474,  
MEMPHIS, TENN.**

*Editor:* This mis-sive is as antique as a stone postcard. It could be that I am related to the gopher. I am a cousin to the bushy-tailed rodent, that catches walnuts in trees. During my off moments, I sell hops to kangaroos. This may account for my oblique views.

I see in the advertisement section of the local newspaper, "the censored department store" has an air-conditioned bargain basement. This is to prevent the customers from suffering burns immediately after a purchase. The ladies are delighted to learn the \$2.98 calico dress is back on the counter. The price is slightly adjusted. The lovely pumps now have a red bow where there was a black one. There is no ceiling price on the red bow, therefore period.

Brother Martin spent Thursday hunting a pair of shorts, the three-for-a-dollar class. He found them on Beale Street, near Hernando, at \$1.25 each. They were new.

We note with a bit of concern that the ladies top us at welding, or on the production line. Their presence lifts our morale, we hope. We do not object when they drink our beer, or frequent the shoe shine parlor, but something screwy has been added, they are wearing my type of shorts.

A few days ago the auxiliary gave us a grand party at the I. B. E. W. home on Madison. Many swift steps were taken, and the waltz trophy was won by Brother Guy Gattis and Mrs. Gattis. The games of chance were confined to Bunco, and the prizes brought many laughs. Try letting your wife feed you ice cream while you and she are blindfolded. Brother O. S. Jackson stayed on his feet at this party. He said the floors were too smooth before.

The reporter from down on the levee,  
DAIZEY MAE, P. S.

**L. U. NO. 558,  
SHEFFIELD, ALA.**

*Editor:* Greetings from down in Dixie. As this is being written, communities are vying with one another in reporting their first bales of cotton for the season. By the time you read this, these first bales of cotton will have become sheets, shirts and shorts, which you probably have already purchased.

To review the story of this local union for those to whom 558 is just another number, let me show you how closely connected "you all" are to Local Union No. 558.

We are located at Sheffield, Alabama, almost next door to Wilson Dam. Our jurisdiction covers the construction and maintenance electricians and linemen of the surrounding area. This includes the cities of Sheffield, Florence, Tuscumbia, Decatur, Hartsell, Athens, Russellville and Huntsville, Alabama, also Lawrenceburg, Tennessee. Our total membership is now over 900, and the local owns its meeting hall and office building in Sheffield, Alabama.

Our members will be found at the Reynolds Aluminum and Alloy plants, the Electro-Metallurgical Company, the Huntsville Arsenal, the Goodyear mills and the Ingalls Iron Company shipyards at Decatur, Alabama. Within TVA our members will be found at Guntersville, Wheeler and Wilson

Dams, the Wilson Dam steam plant, the Nitrate plant, the TVA transmission line maintenance and construction crews and last but not least the Sub-station Construction Section which has its headquarters at Wilson Dam, but which annually does a hundred or more jobs at sub-stations and dams throughout the valley.

Many of you are directly concerned with the activities of these members of Local Union No. 558. The power station equipment which the members construct and maintain in this area may have made the aluminum which you or your sons have piloted in the form of airplanes, in military service. The Huntsville members construct and maintain the equipment that fills the hard boiled eggs which these same planes drop on the hard-boiled yeggs "over yonder." At Decatur Goodyear mills, our members work on the equipment that makes tire material, which you may be riding on. The members at the nitrate plant construct and maintain the equipment which turns swords into plow shares and vice-versa. In peacetime it's fertilizer, and in wartime it's a military secret. The members in the sub-station construction work put up the stations in Alabama, Georgia, Kentucky, Mississippi, North Carolina and Tennessee, which supply the factories that turn out your clothing, food, tobacco, lumber, furniture, aluminum, ammunition, fertilizer, etc.

One of the major wartime activities of this area is that of the 65 members employed by the Knight Electric Company at the Ingalls Iron Company shipyards at Decatur, Alabama. These members help to build the ships that go down to the sea, and what they haul is nobody's business until it's dropped in the laps of Hitler and Hirohito with regards from Local Union No. 558.

The average electrical experience of these 65 members is eight and one-half years. They are proud of their marine craftsmanship, for which they have often been complimented by the inspectors. Their relations with Mr. Teal, president, and Mr. Clardy superintendent of the Knight Electric Company, are unusual because of the absence of grievances and difficulties. The boys at the shipyard defy all other shipyards to equal or surpass their performance and craftsmanship on the job. Their motto is, "When ships are wired any better, Knight Electric will do it with members of Local Union No. 558." The accompanying picture of the group attests to the fact that everything is ship-shape on the job. (Sorry! Due to space limitations we were unable to print the picture.)

Brother George E. Jackson is business agent of Local Union No. 558, and has held this office for the past six years. During this time the membership has risen from 275 to the present figure, and all electrical work in the area has been done under union agreements with Local Union No. 558. Relations with all employers have been very agreeable. Wage conferences with the Reynolds Metals and Reynolds Alloys Companies have just been brought to a successful conclusion for the coming year.

To further attest to the record of the members of this local, you will find them as journeymen and supervisors on many of the major projects from coast to coast. It surprised me greatly to find letters of compliment and praise in the files of Local 558, from northern contractors who have done work in this area and have had occasion to employ our members.

We may be "way down South" to a good many of you, but you can readily see that our contacts with you are of more than a mere fraternal nature. From the clothes on

your back to the tobacco you smoke, Local Union No. 558 may have had something to do with them.

We shall try to give you a story and also a picture, if possible, of each of the different groups within this local in future articles. Let's also hear from the rest of you folks. Let's see what you've got that we haven't got.

W. E. LINDEMANN, P. S.

**L. U. NO. 611, ALBUQUERQUE, N. MEX.**

*Editor:* The New Mexico State Federation of Labor met in convention

at the El Fidel Hotel in Albuquerque Saturday and Sunday, October 7 and 8, for the first time since the war started. The convention was presided over very ably by Acting President W. D. Mudd of Local 611, who is also president of the Albuquerque Central Labor Union. A speech of welcome was given by Governor John J. Dempsey who has repeatedly shown his friendship to labor. Speeches of welcome also were given by William Wylie, member of the Carpenters and of the city commission, substituting for Mayor Clyde Tingley, and Dan Padilla, under sheriff, substituting for Ed Donohue, both of whom were out of town.

In addition to the regular delegates attending the convention there were a number of International officers of the A. F. of L. unions and representatives of Government agencies. In all about 250 attended.

In addition to the routine business of the convention many very interesting speeches were made and received with enthusiasm. Some of the points brought out by the speakers follow:

Glen Donaldson of the War Labor Board declared that some New Mexico employers are taking advantage of the wage freeze of October 2, 1942, and are telling their employees that wages cannot be raised. He said wages can be raised up to 15 per cent above what they were on that date by applying to the War Labor Board.

William B. Hickerson, commissioner of conciliation of the U. S. Department of Labor of Denver, said all wages below 50 cents per hour can be raised to that amount by making proper application to the WLB. Fifty cents per hour is the minimum wage set for any labor by the board. Mr. Hickerson said another method of raising wages is by establishing a prevailing wage rate for that type of work in a particular area. An average for the area is found and anything below that is eligible for a raise. It is called bracket-rating and a table will be set up by the WLB upon application to their regional office. Elmer Zemke, business representative for Local No. 611, was instrumental in having a satisfactory bracket established for the Electrical Workers in his jurisdiction.

Mr. Hickerson complimented labor for its wonderful record of producing for war and said such a record could not have been made if the rules for work had been left to extremists on either side like John L. Lewis or Sewell Avery (Montgomery Ward's labor-baiting manager). He urged moderation for both employer and labor in their relations.

Wilbur Keith, San Antonio, Texas, regional representative of the Social Security Board, asked delegates to see that their friends and neighbors who are eligible for social security payments make application. He said many persons over 65 years old had lost money to which they were entitled because they did not make application.

Ross Mannina, A. F. of L. organizer, and member of the Barbers, made a forceful talk against race prejudice within the ranks of labor. He said in substance that any feeling against a man because of his race, color or

religion had no place in the union—that he should be accepted as a brother American worker, willing to go along, pay his dues and help with the work of bettering the condition of all.

Father W. F. Obering, guest speaker, urged the unions to make more of an effort to organize the unskilled. This talk with the established 50 cents per hour minimum mentioned above and the knowledge that great numbers of workers in New Mexico are receiving only 35 to 40 cents started considerable comment among those who attended the convention.

Earl McDonald was highly praised for his work as state secretary by a number of speakers and in addition a resolution was passed thanking him for his work.

An entertainment feature of the convention was a dance Saturday night in the hotel ballroom which was well attended and a grand success.

Members of I. B. E. W. Local 611 who were conspicuous in making the convention a success were W. D. Mudd, president; J. Wilbur Jones, who is president of Local No. 611, and who was chairman of the entertainment committee and got good results with the newspapers as member of the press committee; Ralph Andrews who was a live wire on the entertainment committee; Elmer Zemke who was elected one of the vice presidents of the state federation.

A visitor at the convention was Bill Bueche (Beach), charter member of No. 611 and for many years treasurer and later business representative. Bill has been doing very nicely for himself for several years running a gang of electricians on defense work at Long Beach, California. He still calls Albuquerque home and will be back some day.

JAMES MERRIFIELD, P. S.

**L. U. NO. 697, GARY-HAMMOND, IND.**

*Editor:* The Indiana Electrical Workers' State Association held its

annual conference at Fort Wayne September 16. Preceding the Saturday meeting the executive committee was in session Friday evening.

The details of the meeting were handled by William Avery, business manager of local No. B-305. Speakers at the conference were Edward Herzberg, chairman of the National Joint Apprenticeship Training Service and former president of the Wisconsin State Conference of Electrical Workers. President Carl Mullen of the Indiana State Federation of Labor was also present.

Mr. Peyton, president of our Indiana State Conference, said that the electricians' committee on postwar planning would doubtless have in its report recommendations on highway lighting, erection of a new State house and strengthening of fraternal ties between locals, in which we have already made fine progress, towards the end that wages and working conditions be raised.

We do have one of the finest state associations in America. We "Hoosiers" are not asleep in our electrical union activities.

Our chairman and delegate, Merrill Sweeney, and our business manager, William McMurray, represented Local No. 697 at the conference.

After our regular meeting on October 9, Local No. 697 had a barbecued pig supper served with all of the trimmings and good beer.

Our party was largely in celebration of the fact that four more of our members were awarded their 25-year buttons.

Brothers Duncan Russell, August Taylor, Roy Davis and Ralph Anderson were the recipients.

Wish we had enough prophetic vision to

enable us to see into the future, at least for a couple of years. We could then see just what we will have to face after the war ends.

Will we have a long period of prosperity through the coming years or will we go into a period of doldrums comparable to what happened after the first World War with ex-soldiers selling apples and pencils and the only bright spot in the landscape—the home of the war profiteer who got and kept his?

Sort of makes us do a little sober thinking, does it not?

H. B. FELTWELL, P. S.

**L. U. NO. 980, NORFOLK, VA.**

*Editor:* All of us missed the correspondence section

in the November issue of the JOURNAL. The information furnished by our good Brothers all over the country is of interest to everyone and we hope it won't be necessary to omit this section again.

We were visited by our new representative, Brother Adair, at our meeting of October 27th. He displayed a fine personality and was given a cordial reception by all the membership present. Representative Adair promised his full support in any of our difficulties and he was fully warned that he might be taking on more than he expected.

We finally have the wage revisions of our contract, negotiated November 8, 1943, effective as of October 1st. Most of the represented employees received raises of from two cents to 15 cents per hour. All of these raises are retroactive to September 15, 1943, and will provide very nice backtime checks. However, there were a few individual cases that were considered not satisfactory and they will be taken up as grievances with the Virginia Electric and Power Company.

We recently extended our present contract from October 31, 1944, to March 31, 1945, in order that we might negotiate a new contract with six other locals on the properties whose contract expires at that time.

We have still seen no correspondence in the JOURNAL from our sister locals on the Virginia Electric and Power Co. properties. Get your press secretaries busy, fellows, and let's have the news.

Since we won't receive another issue before the holidays all the members of No. B-980 wish to extend to their good Brothers everywhere a very Merry Christmas and the happiest of New Years.

H. C. COPELAND, P. S.

**L. U. NO. 1073, AMBRIDGE, PA.**

*Editor:* As the years go by, it becomes increasingly

clear to this reporter that the little, insignificant, four-letter word "TIME" is one of the most important words in the English dictionary.

For some, time is just so many ticks on the clock and for other individuals time is taken at its true value. Time governs the lives of human beings the world over and it is time that deals out destiny of individuals as well as nations. Opportunity or time knocks at your door and if you do not let him in he passes on to other haunts.

Benjamin Franklin, one of our greatest statesmen and signers of the Declaration of Independence, once wrote of time:

*Each minute set with sixty diamond seconds,  
Each hour with sixty golden minutes,  
Early to bed and early to rise,  
Makes a man healthy, wealthy and wise.*

Each year at this time our local usually starts out its social season and immediately following our regular business meeting which was held in the Polish Falcon Hall, Eighth Street, Ambridge, Pa., October 5th,

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1944 under the direction of John E. Wolf, president, our social began.

In the basement of the building our members were served wieners and sauerkraut along with other refreshments. Tables were reserved for ladies. Brother John Stephonic and his helper Brother Hoppy who prepared the food, certainly did a great job in the kitchen. Congratulations boys.

Dancing was the main diversion on the ground floor of the hall, which was packed to the doors. Music was provided by a local orchestra and the social came to an end at 12:00 sharp. Everybody had a fine time and some of the members were asking when we were planning another social. Approximately 600 members attended this initial social of the season.

H. M. SMITH, P. S.

**L. U. NO. 1141, OKLAHOMA CITY, OKLA.**

Editor: Our union has contributed its share to the war effort and to the war. We have one gold star (David C. Blossom) and 86 other men representing our local in the armed forces. Our treasury has a sizable sum in War Bonds and our members belong to the Ten Per Cent or Better Club.

Our congenial business manager, Tom Rushing, announces the signing up of the Wear Electric Co., and the assignment of Brothers Johnny Montgomery, E. C. Kluts and Wade Hicks to this firm. We are also happy to announce that the WLB, on August 9, handed down a directive order relative to the issues our organization had with the Douglas Aircraft Company which was negotiated. Douglas filed a petition for recon-

sideration of the order with the board, but we feel sure the board will not revise or modify its order.

Our school on industrial electronics control, being held in the Central High School, started off with a bang September 28, a good many journeymen as well as helpers attending. Classes are held every Tuesday and Thursday evenings from 7 to 9:30 P. M. Bruce Wiley, assistant professor of electrical engineering at the University of Oklahoma, is the instructor.

A large per cent of the membership is working in other jurisdictions with Knoxville and Pasco getting most of them. Wade Hicks has returned from California, and Floyd Clemons is back in town. Johnnie McCann left last month for Alaska.

Secretary Pennington reports that only a few of our members in the armed forces have sent in their pictures. This was planned as an honor to all of the boys as a group and cannot be completed as a unit until all of the pictures are in—please help get those pictures to the secretary at once.

Local Union No. B-1141 along with all other working men in Oklahoma City lost a good friend in public office, County Attorney George Miskosky, in the last primary election. Miskosky was a good friend of labor, a tireless prosecutor, an honest and fearless country attorney who could not be controlled by the local press whose half-truths and tainted stories misled the public and brought about his defeat. November 7 will have passed by the time this goes to press. However, we trust that labor lived up to its motto of electing its friends and defeating its enemies.

A union man is a member who demands the label on all of his purchases, adheres to the teachings of unionism by maintaining high standards of craftsmanship and fair and just working conditions; thus guaranteeing our returning soldiers a job with a decent standard of living.

H. O. WILSON, P. S.

**L. U. NO. 1217, ST. LOUIS, MO.**

Editor: L. U. No. 1217 would like to call attention to the fact that the broadcasts of the six World Series baseball games in St. Louis this year are a feather in the cap of organized labor. The members of the technical staff of the Mutual Network outlet in St. Louis, Station KWK, are 100 per cent members of L. U. No. 1217. It was these men who manned KWK equipment at the ball park, feeding Mutual Network and also the Cuban Network. These broadcasts were given the greatest radio coverage in history, consisting of some 300 U. S. broadcast stations and short-waved to the armed forces on every continent and ocean on the face of the globe. The chips were down for these men at the controls here in St. Louis and they certainly came through with flying colors. Our hats are off to them. The same is true of the World Series comments sent daily after the game by KSD and fed to the NBC Network of some 90 stations. They also are exclusively L. U. No. 1217 technicians and likewise did a bang up job.

We had a grand turnout for the local union meeting of October 16. It was dues paying time and a busy evening for the financial secretary. The local decided to send again this year, an appropriate Christmas gift box to each of its 19 members serving with the armed forces.

Brother Thomas R. McLean was granted an extended leave of absence and is going to Florida to attempt to regain his health. We hate to see him go as he was one of the old timers here who helped to organize radio in St. Louis and was one of the wheelhorses of the local union. We hope that Brother

McLean after soaking up a lot of good old Florida sunshine will be able to return and get back on the beam again in good old St. Louis. Good Luck, Mac! Other members on the sick list are Brothers Esterbrook of KSD and Hannon of KMOX. We hope that by the time this goes into print that both of these good Brothers will have again fully regained their health.

The local union moved to set up a standing committee on agreements to study and recommend improvements in the terms of our future contracts.

Here are a few notes concerning some of our members serving in the armed forces.

Staff Sergeant Lawrence Trombly and Lieutenant R. E. Ceries, both of KSD, recently became proud fathers of daughters born in St. Louis. Staff Sergeant Trombly is serving in New Caledonia where he is chief engineer of an Army radio station and Lieutenant Ceries is serving somewhere in England. Our congratulations to both of you.

It is reported that Captain J. E. Risk, also of KSD, was married in New Jersey on October 7, 1944. Our congratulations and best wishes for your future happiness.

Until next year then, we remain "the Baseball Capital of the World."

W. F. LUDGATE, P. S.

**L. U. NO. 1220, CHICAGO, ILL.**

Editor: The boss racing season and trying to get that CAA pilot's license has been keeping our Ed Jacker so busy that here goes a few lines from L. U. 1220 by the pinch-hitter.

We can report that the 1944 contracts of WIND, WJJD, WAIT, WGES, WSBC, WHFC, WJOB and WCLS have finally cleared through the WLB with substantial gains in working conditions and in some instances more of the folding money per week, in some instances \$10.00 to \$15.00 per week. One appeal was necessary—that to establish the vacation as per the signed agreement in the WJOB case. Mr. L. Wimberly of the International Office successfully saw the current CBS agreement through the WLB, with gains for the WBBM boys.

We have come a long way toward standardizing the agreements in force in the various Chicago stations and vicinity.

A \$60 top scale is now in force in all the Chicago metropolitan stations after two years of service, and an eight-hour day with overtime and eight hours and double time for all call-backs. In most instances the overtime pay for holidays has been dropped and an extra week's vacation allowed, making it three weeks in all.

At WCFL-WGN-WBBM higher wage scales prevail and it is hoped that these will eventually be matched throughout Chicago by other stations. New standardized pattern agreements are being formulated with the help and suggestion of the International Office and will be in the hands of the contract committees of the various stations whose agreements come up for negotiation soon. All Chicago 1220 agreements have a December 31 termination date except WGN and it is hoped that theirs will be likewise the next trip. We have 13 radio station agreements under the 1220 jurisdiction. It is therefore obvious why we hope to shortly have a standard form of agreement, with possibly a few special addendums for any specific radio station requirements.

The technicians of WCFL were IBEW since its going on the air in 1926, those of WGN followed shortly thereafter, or about 1933, and those of WBBM-CBS in 1939. Others followed, those of WIND-WJJD came in about 1936, the others after 1939. Now every radio station in Chicago and vicinity except WMAQ-NBC Red, WENR-Blue Network, and

WLS—Prairie Farmer station with whom WENR shares time, are IBEW.

E. J. KRUSEL, P. S.

## DEATH CLAIMS FOR THE MONTH OF OCTOBER, 1944

L. U.	Name	Amount
66	T. M. Brown	\$1,000.00
876	B. Ross	1,000.00
I. O. (134)	T. R. Weldon	1,000.00
I. O. (734)	J. H. Coppedge	1,000.00
I. O. (134)	A. M. Utescher	1,000.00
I. O. (134)	H. Holton	1,000.00
3	William M. Morrison	1,000.00
460	F. Hankins	300.00
591	L. A. Rose	150.00
357	V. C. True	300.00
475	D. A. Mattingly	1,000.00
702	O. D. Harrison	475.00
724	H. L. Hayford	1,000.00
11	H. W. Corey	1,000.00
440	J. L. MacQuairie	1,000.00
912	John Kness	1,000.00
77	E. J. Armstrong	1,000.00
186	J. K. Varney	1,000.00
488	G. E. Mylen	1,000.00
I. O. (807)	W. C. Gehring	650.00
277	P. Szelmack	1,000.00
I. O. (60)	D. F. Fox	1,000.00
I. O. (122)	Patrick P. Dunn	1,000.00
134	Frank Sezelinski	1,000.00
9	William McGrath	1,000.00
304	L. W. Ensworth	650.00
I. O. (27)	E. Wilkinson	1,000.00
550	M. D. Ross	300.00
I. O. (73)	G. R. Kennison	475.00
I. O. (125)	C. P. Winn	475.00
I. O. (713)	E. Weinert	1,000.00
1	C. F. Schroeder	1,000.00
134	William Cleary	50.00
I. O. (400)	R. Dangler	1,000.00
I. O. (835)	G. E. Reed	475.00
1	W. H. Wogenbreth	475.00
3	H. Sachnow	1,000.00
95	R. L. Meredith	475.00
686	W. F. Robertson	475.00
I. O. (134)	Ray McElheny	1,000.00
48	P. L. Stewart	650.00
952	T. E. Wilson	650.00
595	W. N. Hals	1,000.00
812	John E. Fulmer	475.00
I. O. (1212)	Louis Bigotto	475.00
605	R. Morrison	475.00
593	R. S. Cranston	825.00
800	W. M. Belske	1,000.00
499	N. O. Hendrickson	1,000.00
11	V. O. Thornton	650.00
I. O. (195)	S. A. Jackson	1,000.00
937	J. F. Duke	1,000.00
1392	H. D. Leighton	1,000.00
I. O. (3)	F. Anderson	1,000.00
I. O. (38)	Charles Petersen	1,000.00
I. O. (372)	D. F. Kenan	475.00
I. O. (28)	W. C. Cunzeman	1,000.00
134	Charles O'Donnell	1,000.00
I. O. (212)	R. C. Benton	1,000.00
I. O. (130)	W. A. Daniels	300.00
I. O. (84)	H. E. Harrison	475.00
77	B. Nelson	1,000.00
I. O. (76)	O. E. Holz	825.00
108	T. M. Flynn	650.00
I. O. (66)	D. Wells	825.00
I. O. (371)	P. P. Kulkowski	650.00
569	F. C. Bernard	650.00
I. O. (23)	P. J. Pothan	1,000.00
849	R. L. Gray	825.00
77	C. W. Bahcock	1,000.00
I. O. (3)	E. P. Byrnes	1,000.00
110	P. G. Larson	1,000.00
3	J. D. Angelo	1,000.00
164	J. W. Stoddard	1,000.00
457	R. L. McDaniel	1,000.00
6	Harry M. Cline	300.00
I. O. (151)	William L. Wickham	1,000.00
3	James H. Futrell	1,000.00
220	F. O'Connor	650.00
702	R. Yeates	1,000.00
I. O. (1249)	F. P. Hurteau	475.00
798	F. A. Wendt	1,000.00
I. O. (9)	William Ransford	1,000.00
169	I. F. Weber	1,000.00
38	John Carlson	1,000.00
125	E. C. Johnson	1,000.00
763	A. W. Woodhead	475.00
800	C. W. Taylor	1,000.00
I. O. (134)	James F. Donovan	1,000.00
134	Edward Moore	1,000.00
702	R. L. Riddings	825.00
I. O. (3)	H. Mohr	650.00
536	S. Smajskie	1,000.00
I. O. (1)	L. I. Rosenberg	650.00
I. O. (2)	H. Ploesser	1,000.00
3	Charles Pleisch	1,000.00
6	G. A. Stephens	300.00
3	J. P. Walters	1,000.00
I. O. (1)	F. W. Wolfberger	475.00
76	E. P. McPhee	300.00
I. O. (602)	W. G. Estes	1,000.00
466	Ross Platt	650.00
661	L. A. Detienne	300.00
494	I. F. Atkins	1,000.00
116	J. H. Parker	1,000.00

L. U.	Name	Amount
I. O. (3)	William Grosjean	1,000.00
I. O. (3)	J. V. Castellano	300.00
595	G. H. Eastman	650.00
1	M. W. Downes	1,000.00
28	A. Knoedler	1,000.00
390	J. L. Triche	300.00
I. O. (17)	E. K. Davis	1,000.00
134	F. J. Stewart	1,000.00
896	J. E. Pope	300.00
I. O. (340)	W. N. Scott	1,000.00
813	H. L. Allison	1,000.00
77	J. N. Lewis	1,000.00
38	A. W. McIntyre	1,000.00
11	Roy E. Warner	150.00
1666	F. L. Bailey	150.00
98	William Albert Fields	150.00
18	Ira A. Richardson	150.00
800	John C. Kendall	150.00
302	Andrew Buttler	150.00
794	Dominick Chlard	150.00
134	J. F. Vedder	150.00
138	James R. Ford	1,000.00
48	John R. Tomlinson	150.00
		\$97,550.00

## NOTABLE REPORT

(Continued from page 433)

provisions for professional education, and by the opportunities for the pursuit and application of science. A health program must coordinate both professional and financial ends. With the growth in the powers of medicine to prevent and control disease, a program dealing mainly with serious or "catastrophic" illness is insufficient medically and uneconomic financially. The program will be most beneficial and economical if it includes measures for prevention, for the detection and care of illness in its early stages, and for rehabilitation.

The quality and the amount of medical service available in this country are greatly influenced by six factors: (1) the training and skill of physicians and other professional personnel; (2) the material, facilities and equipment; (3) the geographic accessibility of professional personnel and facilities; (4) the attitudes of the people toward health care; (5) the manner in which medical services are paid for; and (6) the way in which they are organized.

The importance of the last named factor is given especial attention by the conference report.

At the present time, most medical care outside of hospitals and clinics is supplied by physicians who practice as individuals with limited equipment and facilities. The advance of medical knowledge, however, makes it no longer possible for any one physician to master more than a fraction of medical science or professional skills. Moreover, modern facilities and equipment have become too expensive for individual physicians to provide for themselves. For these reasons the committee feels that the best medical care requires coordinated instead of individual practice. There are sufficient examples of group practice in the United States to demonstrate its efficiency and economy. Numerous studies have shown that through well-organized group practice under a prepayment plan about twice as much physicians' and auxiliary service may be furnished for the same total expenditure as the people are accustomed to spend for comparable services supplied in the same community through individual practice paid for on a fee-for-service basis. These studies also indicate that "economy in the cost of service is possible in group practice because of the more effective use of personnel and facilities and reduction in overhead expenses. The quality of care furnished by a well-organized group of physicians is usually better than, and certainly at least as good as, that furnished by individual practitioners serving similar population groups in the same

community, and these advantages to the public are accompanied by improved professional opportunities and more assured income for the physicians."

A nationwide health program should, therefore, have four specific aims: (1) comprehensive medical services and facilities shall be physically and financially available to all the people; (2) these services shall be so organized and supplied as to be scientifically efficient and as economical in cost as is consistent with quality; (3) the services shall be adequately and securely financed; and (4) professional opportunities shall be improved and adequate income insured the persons and institutions furnishing service.

In this way the medical aims and economic aims must be brought together.

The conference outlines the following health program which should be a national system with decentralized administration of service. The committee members feel that national action is required for a number of reasons: (1) we have a mobile population. There should be equal eligibility for medical service everywhere for persons moving from one state to another. (2) At present there are great divergencies in the relative wealth of different areas and in the services and facilities available among the different states and among local areas within states. Many of the localities now most poorly provided for, or lowest in purchasing power, are those which through a large excess of births over deaths are contributing most to the nation's future population. The whole nation is, therefore, concerned with reducing the existing geographical inequalities in medical facilities and services. (3) Economies can be achieved through a unified national collection of funds. (4) Past experience shows that standards of medical and hospital care established nationally by government and voluntary agencies are effective in raising the level of facilities and services in many localities while maintaining local responsibilities. (5) There need to be national standards, for example, for the certification of specialists, the acceptability of hospitals, the amounts and methods of payments to hospitals and physicians, the conditions of service and the adjustment of complaints. But these standards and policies must be adaptable to local conditions and their ultimate application demands responsible local action.

The committee also feels that the general principles of freedom for people in the choice of the change of medical resources and the corresponding freedom for physicians to accept or reject patients are basic protections against regimentation and should be extended beyond what exists today. Administrative responsibility for such a national health program should be divided functionally on the operating level between the professional and the financial fields. Administrative officials should be appointed by, and responsible to, a public body or official and should be removed as fully as possible from partisan political pressures. The policy determining body of the administrative officers should be aided by advisory councils composed of informed persons from professional and lay groups. The Health Program Conference Report is the fruit of the ideas of 29 leaders in the field of medicine, economics and administration. The committee is composed of the following members under the chairmanship of Dr. Michael M. Davis:

Will W. Alexander, E. W. Bakke, Solomon F. Bloom, Ernst P. Boas, M.D., J. Douglas Brown, Allan M. Butler, M.D., Hugh Cabot, M.D., Dean A. Clark, M.D., Michael M. Davis, I. S. Falk, Nathaniel W. Faxon, M.D., Channing Frothingham, M.D., Franz Goldmann, M.D., Herman A. Gray, Alan Gregg, M.D., William Haber, Basil C. MacLean, M.D., Gerald Morgan, Frederick D. Mott, M.D.,

George St. J. Perrott, John P. Peters, M.D., Kenneth E. Pohlmann, Kingsley Roberts, M.D., Barkev S. Sanders, Gertrude Sturges, M.D., Florence C. Thorne, J. Raymond Walsh, C. E. A. Winslow, and Edwin E. Witte.

### APPRENTICESHIP STANDARDS

(Continued from page 435)

unscrupulous people who would be anxious and willing to let work to these unfortunate boys under those conditions.

Joint approval was given to receive co-operation from contractor employers to report to local joint apprenticeship committees skill shortages, and these skill shortages are to be remedied by the National Joint Apprenticeship and Training Committee.

Over-all apprenticeship and training standards covering all phases of our industry are all important and are but one step in the right direction.

These standards with the training program are not worth the effort put forth, unless they are readily accepted and placed in operation. This is your job and one that must be done without delay. Any opposition encountered in this respect should be reported at once to your representatives on this committee for such joint action as may be necessary to receive the proper cooperation in the creating of local joint apprenticeship and training committees.

We have at our disposal a trained staff of the Federal Apprentice and Training Service, members of which are ready and willing to give all the assistance that may be necessary toward creating these local joint committees, and this certainly eliminates the excuse anyone may have for not having a joint apprenticeship committee in operation,

supporting a well-organized apprenticeship local or district program.

Gentlemen, this is not a program to be adopted and put into operation only in the large metropolitan areas, for we know that they have long ago seen the need for such action—and have actually put it into operation. These same joint committees are ready and willing to give you the benefit of their experience with their program.

In closing I wish to thank all the members of our joint committee for their sincere, wholehearted cooperation, with special mention for our president, Robert McChesney, and the secretary of our committee, Marion Hedges, of the I. B. E. W.

It really is a pleasure and privilege to work with men of the caliber as are now serving our industry on this important activity—to the local or district committees who have extended their cooperation—to the Federal Apprentice and Training Service under the capable leadership of William Patterson, director, and his cooperative, well qualified, field staff.

I wish to make special mention of appreciation to the members of the subcommittee, Mr. Bud Maher and our secretary, Marion Hedges, and to you gentlemen for your kind attention.

### LABOR BUYS BONDS FOR VICTORY

(Continued from page 436)

their country's need to raise huge sums of money from individuals in the 1940's, they could hardly have organized their movement in a way which could be more valuable to the War Bond program. . . .

"Since the beginning of the Defense Bond program in 1941, the already established machinery of labor unions has been of invaluable service to the alert state and local WFC's which have enlisted organized labor's aid.

"The great majority of plants having contracts with labor unions met or exceeded their War Bond quotas," announced Secretary of the Treasury Morgenthau, during the fifth War Loan."

There's the record as stated by our Treasury Department in black and white. It's a record to be proud of and a record to be maintained.

### MEMBERS WRITE KEY ARTICLES

(Continued from page 432)

working "fine" and saw no reason to part with it.

Several offers have been made for this unusual collection.

ROY R. WELCH,  
L. U. No. 415.

### WHO SHOULD WRITE LABOR LAWS?

If a person were desirous of going to Washington would it be fitting to travel by a circuitous route or would it be better to travel by a more direct route?

"If you want something done well—do it yourself." This is an old adage. It is just as effective and applicable today as when it was first brought forth.

There is a tendency on the part of labor to elect men to office who are tagged with the label "friendly to labor" rather than nominating and electing to office, men of labor.

There has been a noticeable increase in the tendency throughout various sections of the country to nominate for office an ever-increasing number of lawyers and then have the nominees seek the appellation "friendly to labor."

A degree of LL.D. does not of itself qualify an individual to make laws, particularly labor laws, nor to write what is commonly

referred to as labor legislation. A lawyer is schooled only in the interpretation of already written existing law.

Members of labor unions, persons who are intimately connected or identified with labor know, first hand, the things that are wanted and needed by labor.

Labor union members should bestir themselves and interest themselves to a greater extent than is now evident.

Get out of the comfortable chair habit. Attend your political and civic meetings, your church society meetings, rallies and other assemblies and above all make it a "must" to not only attend your union meetings, but take an active part in the discussions whether you speak the king's English accented English or broken English. Make yourself felt. That comfortable chair is very restful. Diversions are also restful.

You, who have gone along working hard and have not had the time nor inclination to develop a hobby, start now and make your renewed interest in your local union a real worthwhile hobby so that you will enjoy greater material comfort now and in the future.

I don't believe in a labor party but I firmly believe in labor union members becoming more active in the existing parties. Every labor unionist may not be qualified to write labor legislation but there are enough of them within their respective parties to exert an influence on and have a voice in the type of nominee selected for office.

One may or may not be filled with admiration for old Tammany Hall of New York but may it be said that Tammany Hall and its administrators were great protagonists for picking out men of promise without regard to race, creed or color and nominating such men for political office. The same can be brought about in your own local political organization.

Labor, not a law school, nor a university has produced a Sam Gompers, a Joe McDonagh, yes a Philip Murray, and many others. You may not agree with all of the tenets expounded by all of these men but you will have to admit they were or are great leaders and surely of potentially successful political timber.

Some of the above-mentioned men have been taken by the grim reaper and, in the natural course of events, the others will be called. They will be replaced by others from and of labor. It is your duty to have an active interest and part in that replacement.

You are a potential leader.

Throw off your inertia.

Labor is capable of producing law makers of its own. Labor legislation can be written by labor's own, and by men of labor and by the most direct first-hand route.

JOHN C. TOOMEY,  
L. U. No. 664.

### BARE NEUTRAL

(Continued from page 429)

propaganda made by friends of bare neutral and its summary dismissal by the inspectors' groups.

The only reference that appears in the National Electrical Code on bare neutral is as follows:

"513. Service Entrance Cable. See also Section 500.

"a. Approved service entrance cable may be used in interior wiring systems if all of the conductors of the cable are of the rubber-covered type, except that for range circuits only, and approved service entrance cable with an uninsulated grounded conductor may be used, provided the cable has a final non-metallic outer covering."—Ajax.



You want the JOURNAL! We want you to have the JOURNAL!

When you move notify us of the change of residence at once.

Name .....

Local Union .....

New Address .....

ZONE NO.

Old Address .....

ZONE NO.

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS  
1200 15th St., N. W., Washington 5, D. C.



L. U. 428— 355982 356000 429— 370687 370915 430— 513439 513447 431— 874827 874831 432— 647369 647616 433— 903620 903635 434— 45130 45150 435— 100373 100388 436— 181539 181550 437— 264989 264998 438— 784576 784592 439— 70721 70784 440— 711601 711604 441— 120962 121001 442— 106090 106132 443— 206281 206282 444— 724316 724317 445— 386142 445352 446— 743034 743045 447— 749815 749821 448— 673390 67342 449— 757976 758093 450— 936047 936076 451— 181061 181122 452— 75352 75375 453— 258584 258585 454— 288284 288285 455— 289027 289033 456— 70968 70968 457— 537805 537809 458— 507592 507592 459— 896839 896854 460— 688889 688937 461— 731170 731175 462— 164088 164101 463— 846688 846716 464— 781850 781853 465— 106250 106292 466— 203285 203289 467— 713589 713599 468— 231865 231904 469— 337833 337950 470— 718530 718533 471— 106250 106292 472— 203285 203289 473— 713589 713599 474— 231865 231904 475— 337833 337950 476— 718530 718533 477— 106250 106292 478— 203285 203289 479— 713589 713599 480— 231865 231904 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U. B-79—(Cont.) 961, 968, B-44037- 039, 047, B-44111, 120, 136, 148, 116251, 256, 156852, 853, 888, 911, 927, 929, 936, 938, 939, 941, 949-951, 956, 957, 985, 997, 998, 157011, 028, B-516866, 640955, B-821657, 660, 688, 746, 750, 752, 756, 760, 761, 763, 764, 781, 80—185185, B-84—204137, B-90—193082, 99—50365, 100—073052-054, 102—060772, 106—102331, B-107—371443, B-108—B-115313, 238638, 787, 246871, 247078, 774269, 309, 888691, 725, 110—361071, 072, 091, 169, 171, 207, 234, 122—732990, B-124—261655, 769, B-285778, 735083, 880944, 958-960, 881009, 010, 125—346193, 194, 195, B-130—144736, 936, 966, 145009, 216, 248, 418, 228017, 108, 129, 167, 210, 202, 209, 315, 328, 332, 378, 381, 398, 409, 431, 461, 464, 479, 519, 539, 565, 620, 627, 641, 651, 659, 662, 703, 726, 731, 754, 789, 790, 809, 811, 812, 814, 826, 826, 830, 834, 857, 909, 924, 943, 951, 957, 966, 982, 995, 999, 229004, 007, 010, 035, 042, 044, 056, 066, 088, 132, 158, 201, 207, 209, 215, 250, 260, 263, 265, 303, 304, 315, 343, 346, 351, 364, 400, 412, 453, 454, 460, 463, 466, 468, 480, 504, 541, 545, 554, 627, 628, 632, 655, 897, 709, 728, 735, 739, 749, 768, 770, 804, 828, 830, 855, 863, 916-918, 923, 952, 963, 984, 965, 975, 980, 230005, 015, 024, 639, 644, 049, 060, 077, 084, 099, 115, 119, 121, 125, 132, 137, 279, 295, 301, 316, 342, 356, 371, 458, 470, 483, 504, 506, 553, 616, 641, 664, 678, 685, 694, 699, 732, 751, 752, 760, 783, 795, 800, 811, 821, 829, 836, 850, 852, 860, 901, 916, 941, 946, 947, 966, B-131—804, 815, 816, 818, 842, 858, B-136—20085, 177, 236, L. U. 153—180040, 056, 160—49455, 457, 536, 508, 687, 838, 845, 494153, 175—143957, 177—124433, 185—42230, 186—688813, B-196—00826, 829, B-223—69707, 734, B-224—B-35231, B-47522, B-230—789198, 237—673900, B-244—746007, B-245—831797, 832089, B-246—B-266152, B-248—680104, 105, 630283, 290, 291, 251—501818, B-253—04440, 259—568440, 862, 265—126439, B-266—B-717694, 606, B-781519, 268—300774, B-277—B-524450, 868597, 638, 648, 284—562617, 636, B-302—292590, B-543459, B-598520, 631, 668, 788, B-671128, 844, 960, 961, B-672016, B-679270, 762, 778, B-680753, 787, 775301, 311, 922177, 183, 929811, 983, 994330, B-309—469596, B-892396, 325—128474, 495, 677213, B-326—869090, 328—77235, 330—314000, B-332—306421, 439, 469, 491, 531, 532, 617, 650, 340—487731, 739, 490748, 796, 840, 354—368523, 553, 601, 602, 606, 360—128871, B-369—211465, 471, 491, 563334, 335, 400, 406, 479, 485, B-778853, B-779440, 501, 505, 506, 517, 518, 599, 601, 641, 650, 378—694183, 379—85440, 475, 390—36324, 37095, 169, 37789, 867, 932, 984, 395—121151, 153, 398—160124, 158, 163, 400—117975, B-412—113406, 410, 779948, 954, B-788337, 415—54094, 096, 102, 105, 762302, 416—262017, 625, 641, 444—163525, 444—056038, B-446—75362, B-789029, 030, B-450—B-731171, 458—231901, 460—623699, B-465—195550, B-474—365016, 180, 190, L. U. B-477—B-434132, B-266600, 479—360250, 412366, 480—867297, 488—509830, 496—0727, 739, 497—292856, B-505—670, 935, 953, 671109, 154, 335, 365, 395, 447, 851849, 852, 871, 885, 909, 966, 978, 853025, 508—870398, 509—713988, 511—170604, 539—125493, 500, 542—118035, 059, 060, B-545—B-150160, B-548356, B-873728, 553—834979, 985, B-554—B-691087, 558—723300, 372, 610, 848, 724030, 567—199010, B-569—461810, 462087, 126, 572—127176, 574—874380, 577—882706, 580—847411, 427, 592—320271, B-595—B-546521, B-602928, 618—74157, 172, 281, 625—845169, 637—191966, B-643—350156, 644—393939, 35013, 024, 643, 075, 076, B-674—B-624928, B-673697, 703-722, 996521, 541, 676—845359, 678—814203, B-679697, 703-722, 682—293037, B-702—612992, 523013, 707—728398-400, 716—81823, 826, 162515, B-717—B-462971, 724—127948, 728—97660, 076, 733—194666, 686, 688, 693, 708-710, 727, 735, 769, 777, 790, 798, 809, B-735—B-218318, 263431, 407, 469, 470, B-739—490288, 744—200297, 749—971947, B-759—B-376336, 760—193491, 506, 513, 514, 605, 606, 626, 792, 799, 857, 942, 194021, 032, 056, 059, 100, 248, 245251, 305, 371, 409, 365948, 366038, 197, B-763—B-28228, 501166, 187, 975068, B-772—B-445345, 347, B-774—168311, B-778—723071, 779—551336, 794—B-666978, B-676866, B-795—619247, B-818—96027, B-824—199206, 209, B-831—B-725754, L. 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B-832—215401-482, B-837—B-766551, 861—373676, 716, 754, 756, 758, 770, 785, 862—263106, B-865—B-428121, B-868—B-535192, 870—666477, B-867—189227, 898—991716, 903—960194, 910—729479, B-925—B-288261, B-930—B-651947, 948, B-931—500375, 376, B-949—11641, 652, 661, 685, 747, 791, 873, 883, 914, 939, 110367, 368, 377, B-115093, 596, 738, 801, 922, B-932—563784, B-953—249809, 818, 819, 833, 250069, 954—130070, 970—378584, 655530, B-978—B-960195, 106, B-980—B-753961, 975, 987, 982—118224, B-987—B-734132, 104, B-1000—B-21072, 370, B-1008—256750, B-1010—B-117361, 370, 371, 1012—874230, B-1035—B-40780, 935, B-147485, 1044—77202, B-1061—B-568141, B-1068—B-67832, B-953333, B-1076—B-285698, 521, B-1082—B-70549, B-1088—B-74564, 578, 587, 592, 612, 618, 679, 733, B-1094—B-396190, B-1112—B-114483, 1133—776289, 295, 1139—272093, 127, 1141—800199, B-1164—B-222909, 934, 632, 965, B-122830, 843, 869, 904, 919, 946, B-123029, 120, B-1165—B-497206, B-497511, 513, B-1186—575, 937, 969, B-1202—165533, 688, B-1208—B-963851, 1211—962246-250, 1212—115805, B-1245—B-403116, B-417386, 493, 650, B-487033, 045, 574, 513-515, 565, 802235, 202, 271, 327, 370, 379, 380, 1249—286321, 856381, 927001, 1251—291248, B-1262—B-81409, B-1269—B-730525, 530, 532, 533, 550, 1272—971440, 1281—101109, B-1305—B-457380, B-1306—B-881187, B-1309—B-389162, 174, 177, B-818045, 106, B-1312—B-117859, 866, L. U. 1316—775184, 1317—314859, B-1320—B-392104, 112, 1327—883683, 685, B-1328—B-468666, 867, 872, 873, 882, 935, B-1329—B-700091, 117, 123, 253, B-701319, 321, 356, 359, 385, 366, B-702121, 245-250, 257, 294, 1334—92849, B-1339—B-4583, 850866, B-1344—B-963055, B-1355—B-556919, B-1370—B-43273, 280, 343, 347, B-1373—B-450346, 347, 386, B-1379—212405, B-1382—B-629727, B-1392—123221, B-1393—108463, 486, B-238268, 889173, 216, 899091, B-1415—B-914101-125, PREVIOUSLY LISTED MISSING—RECEIVED B-12—797393, B-16—74329-330, B-46—701438, 129—804711-720, 567—108880, 890, B-624—672893, 932, B-635—B-634205-210, B-675070, B-695—B-619509, B-815—B-363025, 858—528881, 882, B-907—636849, 850, B-911750, 768-770, B-934—808386, B-1066—90146-150, B-108437-440, B-1087—B-292627-639, B-1094—B-64282, B-1155—B-291097, 1173—723463, B-1260—B-793-819, 831-834, B-1356—B-576014-015, BLANK 581—420157-160, B-674—B-673701, 702, 855—77526-530, 996—898833, B-1385—B-690712, 714, 718, 721, 722, 725, PREVIOUSLY LISTED VOID—NOT VOID B-48—305710-711, B-73—232250, 643—358805, 982—61555-858, 859—179069, PREVIOUSLY LISTED VOID B-16—254040, B-18—B-407381, B-46—107592, B-48—40081, B-73—500660, 791, 849, 77—906773, 910294, 107—371413, 130—252425, 226065, 397311, 685301, 159—614440, 185—12173, B-245—831627, 1379—108923, B-379—780913, 390—55528, B-447—B-337283, L. U. 520—283503, 558—357855, 885, 899, 907, 950, 952, 962, B-624—30675, 674—906406, 503, B-716—61748, 62363, 774—346821, 760—85952, 86143, 189, 192763, 853, 863, 895, 996, 193019, 072, 150, 159, 308, 313, 322, 327, 490, 588, 631, 682, 707, 712, 729, 737, 854, 919, 104008, 016, 064, 122, 197, 245279, 334, 381, 246527, B-817—B-477331, B-606605, 620, 630, 635, 666, B-931—500251, 950—757030, 285, 970—262510, 562, 617, 676, 746, 814, 894, 95349, 408, 460, B-1082—B-440388, B-1133—575036, B-1199—972453, B-1226—B-688937, B-669052, 1232—276126, B-1245—B-414123, B-186924, 1249—856215, MISSING 12—797397, 400, B-79—B-43793, 839, 840, B-180—B-275179-180, B-244—B-327120, B-289—B-348615, 291—182639, 344—624406, 207, B-634—B-294004-012, 957800, 801, B-369—869477, 445—810555-060, 493—700957, 497—292696-700, 511—170614-615, 554—651787, 567—198938-940, 770—492814, 778—7748-750, B-804—B-388259-254, 812—772171-173, B-826—B-76886-890, B-876—B-810313-326, 933—577541, 543, 544, B-934—808387-393, 397, 952—563781-752, 982—61555-858, B-984—B-293887, 888, B-448331-334, B-989—B-670129-130, B-1009—650087-689, B-1051—B-731840, 955, B-1069—B-665342, B-1141—347957-930, B-1152—B-428418, 1174—307257, 258, 1182—512347, B-1198—B-22630, 1232—618285, 1251—291244, 1265—66074, 1286—690545, B-1350—B-730919, 1379—108923, B-1385—B-696768-710, B-1393—888989-990, B-1406—894924,</p>						
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## I.B.E.W. ELECTRONICS SCHOOL

(Continued from page 431)

the results achieved have been kept secret from the general public because of war necessity.

"The present course of study is designed to overcome some difficulties of the situation. When the war ends and military secrets have been released, important developments in electronics will be available for industrial use. But unless there is understanding of them by workmen, their installation will be delayed and their potentialities unrealized.

"Electricians, appreciating the fact that their field has expanded beyond available understanding, want to be prepared to undertake installations as soon as possible. It is true that by taking the Vassar course, these workmen will benefit themselves, but, likewise, all of us will gain by their increased skill.

"It is an old maxim, and still a true one, that without knowledge there is no progress. Remedying such a defect typifies the highest principles of craftsmanship and unionism. The electricians have set

an example in which we all could well follow."

William Sorenson, business manager of L. U. No. 215, points out that the laboratory of Vassar College, a girls' school, has been put at the service of the local union. The State of New York has already cooperated and Federal money has been given for this local effort.

## LET TOOLS BE WORTHY

(Continued from page 437)

Use a hand saw or hack saw its entire length. If you break a hack-saw blade start from another side of the work with the new blade because it will be wider and will bind in the first cut.

Electricians, since they are mechanically inclined, often have small shops at home in which they like to tinker. There is not a more practical or profitable hobby. Among the first things they need is a vise and an emery wheel. A six-inch emery wheel is the size most often found in a home shop. Don't rig or purchase a

6-inch wheel mounted on a quarter horse 1750 r.p.m. motor, as is often done, because that is not more than half fast enough. Make sure your wheel runs up to the speed recommended by the maker, which speed is usually marked on the wheel. The speed varies with the quality and diameter of the wheel—the surface speed to be the same in all diameters. A wheel running too slowly cuts more slowly, clogs and dulls more quickly and wears out of round sooner. It is just as important to keep your emery wheel clean and true as it is to have one. An emery wheel dresser costs very little. To use it, set the tool rest back far enough to let the legs of the dresser come between the rest and the wheel and then, while holding back firmly on the dresser, bring it up to the wheel by raising up on the handle. This prevents the dresser hitting the low spots on the wheel while cutting down the high spots.

Many leading tool manufacturers are glad to send pamphlets on request, describing how to use, sharpen and maintain their products.

# Attractive Union Supplies



No. 7



No. 6



No. 11\*



No. 8



No. 10

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Book, Minute for R. S. (small)	2.25	Rituals, extra, each	.25		
Book, Minute for R. S. (large)	3.00	Receipt Book, Applicants (300 receipts)	1.75		
Book, Day	1.75	Receipt Book, Applicants (750 receipts)	3.50		
Book, Roll Call	1.50	Receipt Book, Members (300 receipts)	1.75		
Carbon for Receipt Books	.05	Receipt Book, Members (750 receipts)	3.50		
Charters, Duplicate	1.00	Receipt Book, Miscellaneous (300 receipts)	1.75		
Complete Local Charter Outfit	25.00	Receipt Book, Miscellaneous (750 receipts)	3.50		
Constitution, per 100	7.50	Receipt Book, Overtime assessment (300 receipts)	1.75		
Single copies	.10	Receipt Book, Overtime assessment (750 receipts)	3.50		
Electrical Worker, Subscription per year	2.00	Receipt Book, Temporary (750 receipts)	3.50		
Envelopes, Official, per 100	1.00	Receipt Book, Temporary (300 receipts)	1.75		
Labels, Decalcomania (large 1 1/2", small 1", fabricating 1"), per 100	.20	Receipt Book, Temporary (90 receipts)	.75		
per 1,000	1.50	Receipt Book, Financial Secretary's	.25		
per 5,000	7.00	Receipt Book, Treasurer's	.25		
per 50,000	67.00	Receipt Holders, Members' Leather Pocket, Folding, each	.35		
Labels, Metal, per 100	2.50	Receipt Holders, Members' Pocket, Celluloid, sold only in bulk, Smallest lot, 50	1.50		
Labels, Paper, Neon, per 100	.20	Per 100	3.00		
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